

Social Responsibility in the Global Seafood Industry

BACKGROUND AND RESOURCES

DECEMBER 2016

About FishWise

FishWise, founded in 2002, is a nonprofit marine conservation organization based in Santa Cruz, California. FishWise promotes the health and recovery of ocean ecosystems by providing innovative market-based tools to the seafood industry. The organization supports seafood sustainability through environmentally and socially responsible business practices. FishWise is a founding member of the Conservation Alliance for Seafood Solutions, with staff serving on the External Stakeholder Advisory group for the Seafood Task Force, Environmental Stakeholder Committee of the International Seafood Sustainability Foundation (ISSF), the Fisheries Advisory Council of Fair Trade USA, and participates in a variety of other industry and marine conservation initiatives. FishWise works with companies throughout the supply chain and is currently partnered with several of North America's largest retailers, including Albertsons Co., Target Corp., and Hy-Vee Inc. Through its relationships with retailers and suppliers, FishWise works with over 120 million pounds of seafood per year and more than 100 species from farmed and wild sources. FishWise's retail partners maintain more than 4,500 storefronts in North America.

For more information about FishWise, see: www.fishwise.org.

About this Document

It is hoped that this document will create connections across businesses, organizations, and governments to spark conversation and action as to how the seafood stakeholders can collaborate to help eliminate human rights abuses and illegal products from supply chains. If all stakeholders work together to elevate these issues of human dignity, and incorporate them into business practices, human rights within the seafood industry can be improved significantly.

It should be noted that, while the majority of facts presented in this document have been reviewed with their sources, this paper has not been formally peer-reviewed and should only be used for guidance and informational purposes. Additionally, this document is not exhaustive – not all initiatives and groups are included.

Additional resources can be found at the end of this document, including links, contact information for the organizations mentioned, and full citations for referenced documents.

This version of the report should be cited as:

FishWise. 2016. Social Responsibility in the Global Seafood Industry: Background and Resources. http://www.fishwise.org/traceability/Social_Responsibility_White_Paper

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Executive Summary

Social Responsibility in the Global Seafood Industry

This white paper aims to serve as a tool to help conservation NGOs and human rights experts join forces to improve human and labor rights in the seafood industry. It also seeks to provide businesses with background on the drivers of human rights and labor abuses (e.g. trafficking and forced labor), as well as resources business can utilize to plan and implement social responsibility protocols within their supply chains. The paper identifies a range of important conventions, pieces of national-level legislation, initiatives, and key players that are working to improve industry practices. It concludes by outlining several steps that seafood businesses can take to reduce the risk of human rights abuses within their supply chains and provides information to connect business with other key players (e.g. social and environmental non-profits, consultants, etc.) currently working to support socially responsible seafood in the North American market.

THE MAIN FINDINGS OF THIS REPORT ARE:

- Media reports on human rights and labor abuses in seafood supply chains all over the world are increasing, highlighting the challenges of slavery in supply chains, the global nature of these issues, and serving as a call to action for government and industry.
- Human and labor rights abuses can be challenging to prevent given the global scale and complexity of seafood supply chains, the existence of illegal fishing, the limited transparency of current practices on fishing vessels or in processing facilities, and the lack of enforcement of existing regulations.
- Despite the challenges, seafood business efforts to prevent abuses in their supply chains are increasing along with government legislation aimed at improving human and labor rights across the globe.
- Companies can address social responsibility challenges by taking steps like mapping and analyzing their supply chains, communicating and tracking goals with suppliers, and engaging various stakeholders through public reporting on progress.
- Many resources exist for businesses starting to work on social responsibility in seafood supply chains, including international standards and guidelines as well as a variety of NGOs, certifications, and consultants which can assist in improving supply chain practices.
- There is an opportunity for NGOs focusing on sustainable seafood to engage with the many labor rights groups and experts and create improvements that result in environmentally and socially responsible seafood supply chains.



Definitions

Child labor

The International Labor Organization's (ILO) website defines 'child labor' as "work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development." This includes work that is "mentally, physically, socially or morally dangerous and harmful to children; and interferes with their schooling by depriving them the opportunity to attend school." The ILO's Worst Forms of Child Labor Convention (No. 182) considers a 'child' to be any person under the age of eighteen.

Forced labor

Forced labor, sometimes also referred to as labor trafficking, encompasses the range of activities — recruiting, harboring, transporting, providing, or obtaining — involved when a person uses force or physical threats, psychological coercion, abuse of the legal process, deception, or other coercive means to compel someone to work. Once a person's labor is exploited by such means, the person's prior consent to work for an employer is legally irrelevant: the employer is a trafficker and the employee a trafficking victim (USDOS 2016).

Human rights

For the purposes of this paper, this term refers to the UN Universal Declaration of Human Rights which lists 30 articles defining those rights, including that "all humans are born free and equal...have a right to life, liberty and security of person...shall not be held in slavery or servitude...everyone has a right to leave any country...everyone has the right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment" (UN 1948).

Human trafficking

According to the U.S. State Department's 2016 Trafficking in Person's Report (hereafter, TIP report), 'human trafficking' and 'trafficking in persons' are umbrella terms for "the act of recruiting, harboring, transporting, providing, or obtaining a person for compelled labor or commercial sex acts through the use of force, fraud, or coercion" (USDOS 2016). Trafficking victims can include individuals born into servitude, exploited in their hometown, or smuggled to the exploitative situation as well as individuals who previously agreed to work for a trafficker or participated in a crime as a result of being trafficked (USDOS 2013). At the core of this issue is the trafficker's intention to exploit or enslave another human being, and the coercive, underhanded practices they engage in to do so (USDOS 2013).

The international definition set forth by the United Nations (UN) Office on Drugs and Crime (ODC) defines Trafficking in Persons as "the recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation" (UNODC 2013).

Labor rights

Labor rights refer to a broader category of issues than trafficking or modern slavery. The ILO 'Declaration of the Fundamental Principles and Rights at Work' places these rights into core standards: freedom of association, right to collective bargaining, prohibition of forced labor, elimination of the worst forms of child labor, and nondiscrimination in employment (ILO 1999). ILO has adopted 184 Conventions that establish standards for a range of workplace issues including (but not limited to) Weekly Rest, Forced Labor, Hours of Work, Minimum Wage, Safety and Health, Rights of Rural Workers, Migrant Labor Protections, and Workers' Compensation.

Modern slavery

This is a general term often used when referring to holding a person in compelled service, including trafficking, forced labor, involuntary servitude, and bonded labor as well as recruiting, harboring, transporting, providing or obtaining a person for this labor through force, fraud, or coercion (USDOS 2013b).

Smuggling of migrants

The United Nations Convention against Transnational Organized Crime defines 'smuggling of migrants' as "the procurement, in order to obtain, directly or indirectly, a financial or other material benefit, of the illegal entry of a person into a State Party of which the person is not a national or a permanent resident" (UN 2001).

Media Summary

Across the world, reports of ethical concerns about human and labor rights issues in seafood supply chains are increasing. This section highlights many of the stories related to social responsibility in seafood published between 2014 and 2016.

In 2013, the media mainly reported on abuses in aquaculture supply chains. In 2014, many articles highlighted abuses aboard fishing vessels at sea, far from law enforcement. In 2015, the media highlighted abuses occurring in all aspects of the fishing industry, including seafood processing. Media from early 2016 has focused on how businesses, governments, and the seafood industry can or have moved forward towards creating more responsible supply chains. One article described the extent to which responsible sourcing is a global issue, stating that “annual anti-trafficking reports have tied [seafood associated with slave labor] to 55 countries on six continents” (Mason et al. 2015).

Key issues that have generated press include:

Slavery in Supply Chains

- In 2014, The Guardian published the findings from a six-month investigation which established that large numbers of men bought, sold, and held against their will on fishing boats off Thailand were integral to the production of shrimp sold in supermarkets around the world (Hodal et al. 2014).
- The Associated Press (AP) conducted a yearlong investigation that exposed how seafood linked to forced labor, human trafficking, and other abuses occurring on Thai vessels in Indonesia can enter the supply chains of major U.S. grocery stores. This investigation also revealed how improved traceability can work alongside other solutions to help address human trafficking and forced labor in the industry (McDowell et al. 2015). The AP’s reporting for this and other stories earned them a Pulitzer Prize for public service in 2016.
- Another AP report documented migrant workers and children being sold to factories in Thailand and forced to peel shrimp destined for global supply chains. All the exporters and parent companies that responded to the story said they abhor human rights abuses (Mason et al. 2015).

Seafood Slavery as a Global Problem

- The New York Times six-part series, “The Outlaw Ocean” covered various abuses occurring in international waters, including human rights abuses and murder on vessels, illegal fishing, and unethical recruitment practices (Urbina 2015).
- A year-long investigation into the Irish prawn and whitefish sector confirmed that labor abuses occur outside of Southeast Asian fishing industries. The investigation uncovered undocumented Ghanaian, Filipino, Egyptian and Indian fishermen manning boats in ports from Cork to Galway (Lawrence et al. 2015). Researchers also found a migrant fishing crew aboard South Korean vessels in New Zealand’s waters to be victims of forced labor (Stringer et al. 2016).
- A six-month AP investigation into Hawaii’s fishing fleet uncovered unfair labor practices and some instances of human trafficking due to a legal loophole excluding certain fishing vessels from federal law (Mendoza and Mason 2016).

- Finally, in the fall of 2016, AP reported that despite reports of improvement, Thailand fell short in its efforts to compensate victims of slavery and shift shrimp processing from peeling sheds to their own facilities (Mendoza 2016).

Pressure for Continued Action

- Environmental Justice Foundation (EJF) shared a selection of reported cases of trafficking, forced and bonded labor on Thai fishing vessels between March 2014 and February 2015 and strongly recommended that Thailand should remain on Tier 3 in the 2015 TIP Report, as a clear signal to the Thai Government that a substantive program of actions and series of reforms should be implemented (EJF 2015). Subsequent reports including Humanity United and The Freedom Fund's, *Assessing Government and Business Responses to the Thai Seafood Crisis*, have described Thailand's efforts to address these issues, and found that more action is needed.
- Another EJF report, *Pirates and Slaves*, examined how overfishing and Illegal, Unreported and Unregulated (IUU) fishing have caused ecosystem decline in Thailand's waters, generating pressures leading to the widespread use of slavery throughout the Thai fishing industry. The report called for overfishing, pirate fishing and modern-day slavery in the Thai fishing industry to be addressed as interconnected issues (EJF 2015b).

Human and Labor Rights Abuses in Seafood Supply Chains

Background

It is estimated that the livelihoods of 12 percent of the world's population are directly or indirectly dependent upon marine capture fisheries or aquaculture, which produce over 160 million tons of fish every year (FAO 2014, FAO 2016). A number of publications have recognized and documented the pervasiveness of human trafficking, forced labor, child labor, and egregious health and safety violations in marine capture, aquaculture, and seafood processing operations (Pearson et al. 2006; Brennan 2009; UNIAP 2009; EJF 2010; Robertson 2011; Motlagh 2012; PBS 2012; Sifton 2012; PBS 2012; Surtees 2012; Osgood 2012; EJF 2013; IEDE 2013; ILO 2013; ILRF and WWU 2013; Stringer and Simmons, 2013; Stringer et al. 2013; Simmons and Stringer 2014; Chantavanich et al. 2016; Stringer et al. 2016).

While forced labor and human trafficking in fisheries and aquaculture is not a new phenomenon, the problem has been exacerbated in recent years by globalization of the seafood industry; IUU fishing; increased competition for marine resources; and the availability and mobility of low-cost migrant labor (ILO 2013). Figure 1 demonstrates some of the paths seafood can travel within supply chains from harvest to the final consumer. This complexity presents opportunities for human and labor rights violations to occur, as well as more difficulty in identifying and mitigating potential risks.

Globally, it is estimated there are between 20 and 46 million people¹ working under coercive or forced labor conditions — primarily migrant workers in labor-intensive industries in the informal (e.g. untaxed and undocumented sectors) and black-market (e.g. trade in illegal goods) economy (ILO 2013; Walk Free Foundation 2016). Although all genders are involved in the seafood industry, victims aboard fishing vessels are primarily men and boys ranging from age 15 to over 50 (UNIAP 2009; Surtees 2012). Processing facility workers are most often women and girls (Sifton 2012; IEDE 2013; ILRF and WWU 2013).

The recruiting processes and working conditions of some fishers and seafood industry employees are so egregious that these human and labor rights abuses have been referred to as 'modern slavery' (EJF 2010; ILO 2013). Case studies from the last decade cite examples of fraudulent and deceptive recruiting, 18-20 hour workdays, homicide, sexual abuse, child labor, physical and mental abuse, abandonment, refusal of fair and promised pay, health and safety violations, and the removal or withholding of identifying documents (e.g. passports) (Surtees 2008; EJF 2010; Skinner 2012; Surtees 2012; Yea 2012; EJF 2013b; ILRF 2013; ILO 2013; ILO 2013b; Stringer et al. 2013; U.S. Dept. of State 2015). IUU fishing, which depletes vulnerable fish stocks and deprives law-abiding fishermen and their communities of roughly 23 billion USD worth of seafood annually (Agnew et al. 2009), is at times linked to human rights abuses and other organized crimes such as drug trafficking and piracy (Baird 2010; EJF 2010; UNODC 2011; EJF 2013; Sylwester 2014; Ratner 2014). While instances of labor and human rights abuses have co-occurred with other illegal activities, several examples of deplorable labor practices and human rights abuses have been reported involving seemingly legal and licensed entities (Motlagh 2012, Heimkhemra 2013, ILRF 2013).

¹ Given the nature of these industries and crimes it can be difficult to accurately quantify this number.

UNDERSTANDING LABOR TRAFFICKING VICTIMS

Victims of labor trafficking often come from “vulnerable populations characterized by oppression, high rates of illiteracy, little social mobility, and few economic opportunities” (USDHHS 2012). The issue of identifying labor abuses encountered by migrants is also challenging, with migration scholars often arguing that trafficking should be reframed as a labor migration issue (Marschke and Vandergeest 2016; Bélanger 2014; Kempadoo et. al 2012). Coercion is a key factor in identifying victims of trafficking from other migrant workers, but in practice it can be difficult to differentiate the two groups. In some cases, trafficked workers may not see themselves as victims or they blame themselves for their situation (NCJRS 2016). Other victims may not self-report because they are kept isolated to prevent them from seeking help, coached into answering inquiries with a cover story, or blackmailed because they are undocumented or participating in an illegal industry. Trafficking can have many negative psychological effects, such as feelings of helplessness, shame, humiliation, and anxiety. Some victims may also develop Traumatic Bonding or “Stockholm Syndrome” (USDHHS 2012). For these reasons, among others, it can be difficult to identify and combat labor trafficking.

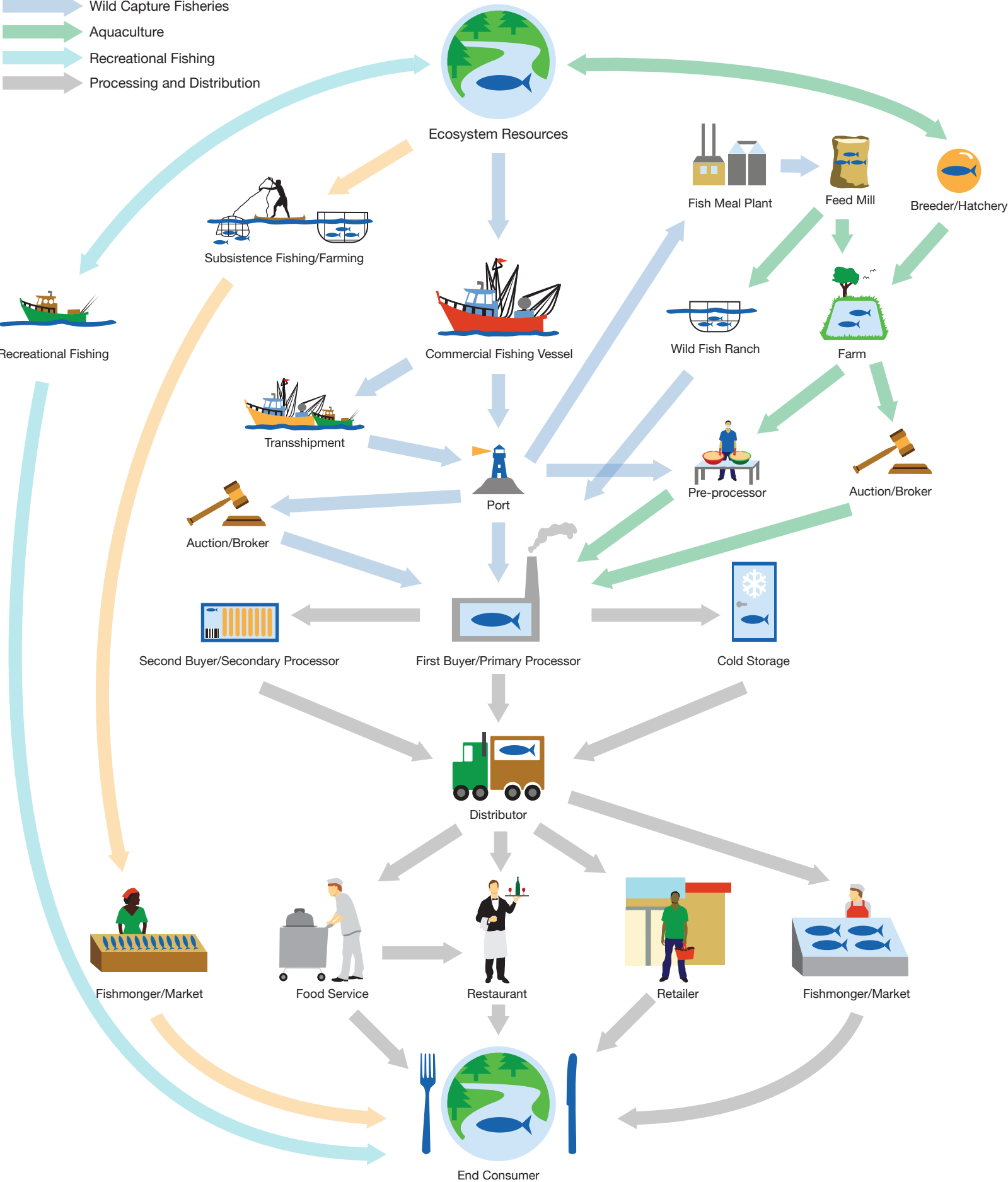
Scope and Scale

It is difficult to quantify the true extent of human rights abuses within seafood supply chains as these practices are intentionally hidden and monitoring and enforcement efforts lack sufficient resources and are undermined by corruption. Therefore, this summary of scope and scale is unavoidably biased toward areas with better monitoring and enforcement or where investigative studies have uncovered human rights abuses.

Although the majority of reports documenting human trafficking and/or forced labor practices in the seafood industry involve case studies from the Greater Mekong Subregion, which includes Thailand, Cambodia, Myanmar, Vietnam, Lao PDR, and China (specifically the Guangxi and Yunnan provinces), examples of coercive and deceptive labor practices in capture fisheries have also been recorded in source countries such as Ukraine, Indonesia, and West Africa, and destination markets such as New Zealand, South Korea, Turkey, Russia, Ireland, and Scotland (ILO 2013; Surtees 2008, 2012; Lawrence et al. 2015; Stringer et al. 2013; Simmons and Stringer 2014; Stringer et al. 2016; Kelbie 2008). The U.S. Department of Labor identifies fish from Thailand, Cambodia, Ghana, Indonesia, Peru, the Philippines, Uganda, Kenya, and Yemen, as well as shrimp from Cambodia, Bangladesh, Burma, and Thailand, as being produced or processed with the use of forced labor, child labor, or both (USDOL 2014). Findings by the ILO, Environmental Justice Foundation (EJF), and the U.S. Department of Labor have supported the UN Office on Drugs and Crime’s (UNODC) conclusion that human trafficking in the fishing industry has likely occurred “in most major regions of the world” (UNODC 2011).

Key:

- Subsistence Fishing/Farming
- Wild Capture Fisheries
- Aquaculture
- Recreational Fishing
- Processing and Distribution



In the 2016 Trafficking in Persons report, 54 countries were identified as destination or transit countries for trafficking in marine and freshwater fishing industries.² In addition, four countries had populations considered vulnerable to trafficking in fishing and five countries were referenced exclusively as sources of people trafficked into the fishing industry (Figure 3).

In the Greater Mekong Subregion (ILO 2013) abuses involving Thai owned fishing vessels (UNIAP 2009; Brennan 2009; EJF 2010; UNODC 2011; IRIN 2011; Robertson 2011; EJF 2013; ILO 2013; Bang 2014; Greenpeace 2014; Chantavanich et al. 2016) and shrimp peeling and processing plants in Thailand’s southern coastal region (Pearson et al. 2006; Sifton 2012; EJF 2013b; IEDE 2013; ILRF and WWU 2013; Jensen 2013; Bang 2014) were pervasive. By value, Thailand is the world’s third largest exporter of fish and fisheries products (FAO 2016) and the prevalence of coercive, deceptive, and abusive labor practices in the industry has been partially attributed to the country’s own economic success story. The booming economy, coupled with a very low unemployment rate — on average, 1.5 percent over the past 15 years (Trading Economics 2016) — has resulted in a shortage of inexpensive labor (EJF 2013). The labor-intensive and lower paying jobs associated with seafood production and processing do not attract enough domestic workers (EJF 2013), therefore the Thai fishing and processing industry now relies primarily on a migrant workforce from countries with weaker economies. Estimates of the proportion of migrant workers from Thailand’s neighboring countries, such as Myanmar, Lao PDR, and Cambodia, that work in the Thai seafood processing industry reach up to 90 percent (Pearson et al. 2006; UNIAP 2009; IRIN 2011; EJF 2013; EJF 2013b; Derks 2015).

Further study is required in order to determine the international scale of human rights and labor abuses in the seafood industry. As previously mentioned, the number of individuals currently under debt bondage or other conditions of forced labor in *all* forms of industry has been estimated to exceed 20 million (ILO 2013). In two studies focusing specifically on Thailand, 17 percent of those interviewed on fishing boats (Chantavanich et al. 2016) and 9 percent of those interviewed in seafood processing operations stated they were ‘forced to work’ (Pearson 2006). The UNODC suggests that, globally, “trafficking for the purpose of forced labor is underreported” (UNODC 2011). This is likely due not only to the difficulty in monitoring and enforcing labor standards in a global fishing fleet of roughly 4.6 million vessels (FAO 2016), but also because individuals often do not see themselves as ‘victims’ of trafficking or abuse (ILO 2013). Rather, in the past migrant workers — the ones most likely to experience trafficking or conditions of forced labor in seafood production and processing — were found to view serious human rights violations in the workplace as simply circumstances of “bad luck” (Surtees 2008; see ‘Challenges’). This is a common phenomenon when people in positions of power abuse those who are socially and economically vulnerable (UNODC 2013b).

“The findings by the International Labour Organization (ILO), Environmental Justice Foundation (EJF), and the U.S. Department of Labor support the UN Office on Drugs and Crime’s (UNODC) conclusion that human trafficking in the fishing industry is likely occurring ‘in most major regions of the world’ (UNODC 2011).”

² Three countries – Libya, Somalia, and Yemen – were not rated in the 2016 Trafficking in Persons report.

On following pages:

The U.S. Department of State places countries in tiers of risk based on the extent of their governments' efforts to comply with the "[minimum standards for the elimination of trafficking](#)" found in Section 108 of the U.S. Trafficking Victims Protection Act ([TVPA](#)). TIP tiers are not specific to trafficking in fishing, aquaculture, or freshwater industries – they are an overall rating of anti-trafficking efforts across all sectors in a country.

To create Figures 2 and 3 we pulled from the report only the countries mentioned with respect to human trafficking in fisheries and seafood production. All countries noted on the maps are not necessarily out of compliance with Section 108 of the TVPA.

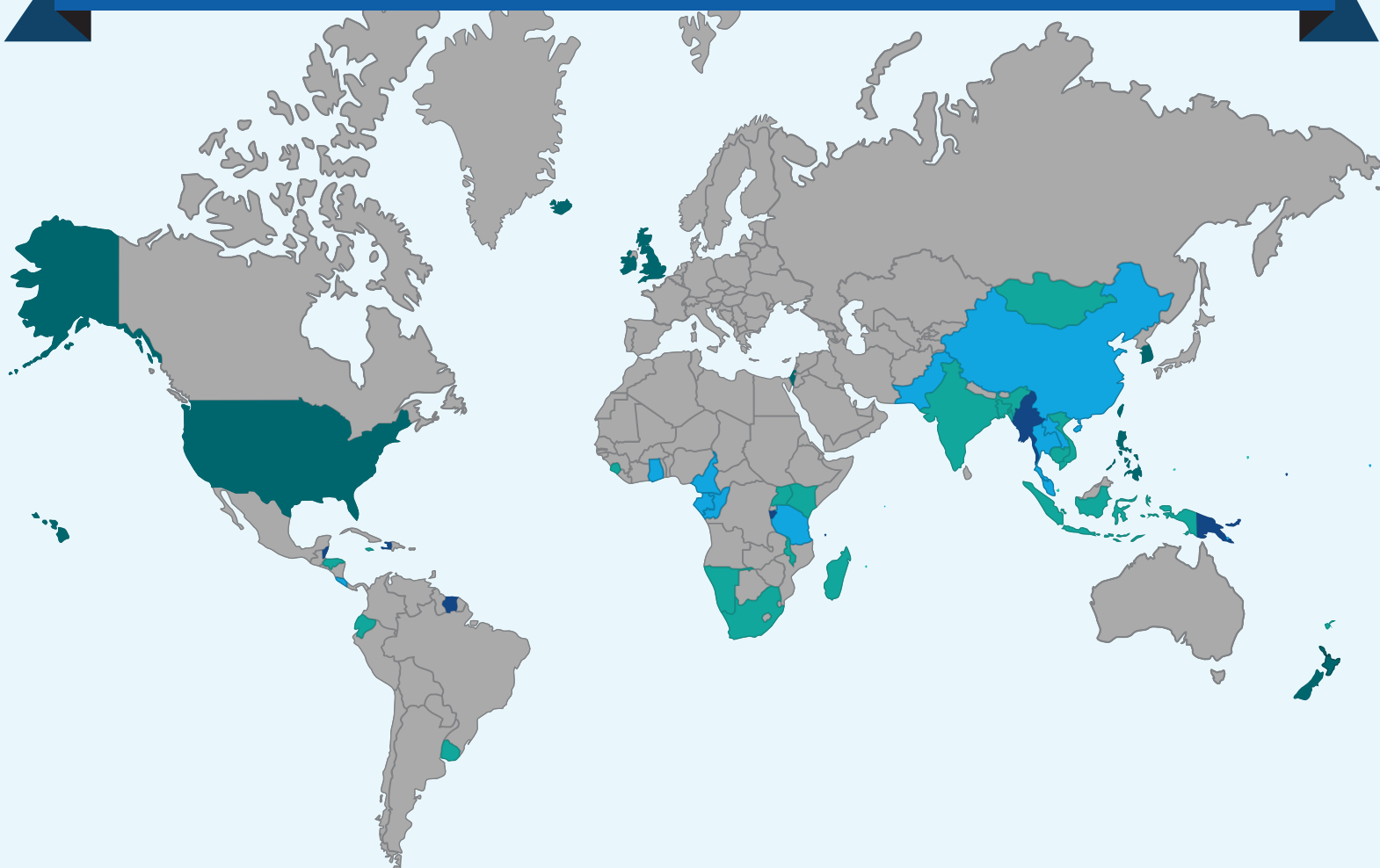
Figure 2: Nations Mentioned in the 2016 U.S. TIP Report with Respect to Trafficking Within Seafood

Figure 2 depicts the 2016 Trafficking in Persons (TIP) Report tier rankings for countries mentioned with respect to human trafficking in seafood. Severity of seafood worker trafficking alone does not determine tier ranking. Figure 2 is provided as a visual reference to demonstrate that trafficking seafood is a global issue.

Figure 3: Destination, Transit, and Source Countries for Trafficked Workers in the Seafood Industry

Figure 3 depicts the destination or transit countries for trafficked workers in the seafood industry based on information in the 2016 Trafficking in Persons (TIP) Report. The colors represent 4 categories: destination and transit countries, source countries, those with populations vulnerable to trafficking, and nations with previous cases of trafficking mentioned in the 2016 report.

NATIONS MENTIONED IN THE 2016 U.S. TIP REPORT WITH RESPECT TO TRAFFICKING WITHIN SEAFOOD



1

TIER 1

Iceland
Ireland
Israel
New Zealand
Philippines
South Korea
Taiwan
United Kingdom
USA

2

TIER 2

Bangladesh	Mauritius
Cambodia	Micronesia
Ecuador	Mongolia
Fiji	Namibia
Honduras	Palau
India	Sierra Leone
Indonesia	Singapore
Jamaica	South Africa
Kenya	Timor-Leste
Madagascar	Uganda
Malawi	Uruguay
	Vietnam

2WL

TIER 2 WATCH LIST

Cameroon
China
Congo Republic
Costa Rica
Gabon
Ghana
Kiribati
Laos
Malaysia
Pakistan
Seychelles
Solomon Islands
Tanzania
Thailand

3

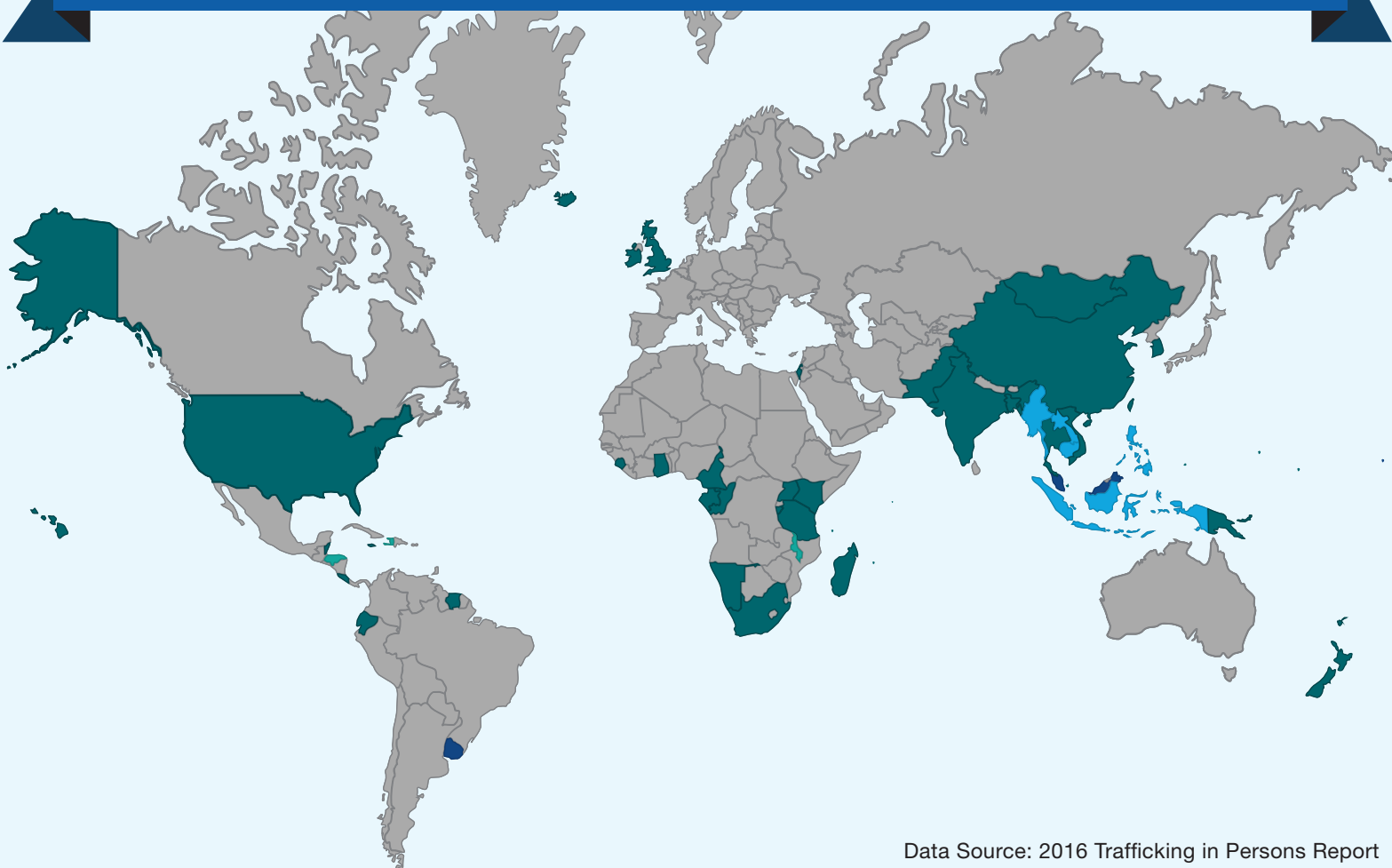
TIER 3

Belize
Burma
Burundi
Comoros
Haiti
Marshall Islands
Papua New Guinea
Suriname

Unrated Countries: Libya, Somalia, and Yemen

Data Source: 2016 Trafficking in Persons Report

DESTINATION, TRANSIT, AND SOURCE COUNTRIES FOR TRAFFICKED WORKERS IN THE SEAFOOD INDUSTRY



Data Source: 2016 Trafficking in Persons Report



Countries reported to be destination or transit countries for trafficking in seafood according to government, media, or NGO reports

Bangladesh	Fiji	Madagascar	Palau	South Korea
Belize	Gabon	Marshall Islands	Papua New Guinea	Suriname
Burundi	Ghana	Micronesia	Seychelles	Taiwan
Cameroon	Iceland	Mongolia	Sierra Leone	Tanzania
China	India	Namibia	Singapore	Thailand
Comoros	Ireland	New Zealand	Solomon Islands	Uganda
Congo Republic	Israel	Pakistan	South Africa	United Kingdom
Costa Rica	Jamaica			USA
Ecuador	Kenya			



Countries with populations vulnerable to trafficking in fishing

Haiti
Honduras
Malawi
Timor-Leste



Source countries for people being trafficked in fishing

Burma
Cambodia
Indonesia*
Laos
Philippines*
Vietnam*



Countries with previous cases of trafficking in fishing

Kiribati
Malaysia
Mauritius
Uruguay

*Instances of trafficking within these countries are also been mentioned in the TIP report

Abuse Aboard Fishing Vessels

Some of the worst human rights and labor violations in the seafood industry have been found to occur aboard fishing vessels (ILO 2013). Violations are often committed by the senior crew and captain (ILO 2013). Case studies from the last decade cite examples of recruitment under false pretenses, up to 20 hour workdays, child labor, physical and mental abuse, abandonment, and withholding of pay and identifying documents (EJF 2010; Osgood 2012; 2013; ILO 2013; Bang 2014; Ratner et al. 2014; Simmons and Stringer 2014; Chantavanich et al. 2016). In one instance, over half the victims interviewed reported seeing a fellow crewmember murdered (UNIAP 2009).

Several factors create conditions that allow human and labor abuses to persist on fishing vessels. Overfishing has contributed to the gradual decline of global fish stocks (FAO 2016). In order to find more plentiful fishing grounds, vessel operators are forced to travel further out to sea (ILO 2013). Fishing in more remote locations for longer periods provides ample opportunity to take advantage of the low risk of being caught when committing human rights abuses (Crane 2012). Fishing already has one of the highest fatality rates of any employment sector and fishers with more promising opportunities are understandably reluctant to put their lives on the line for low wages and variable catches (Couper et al. 2015). Vessel owners and operators then turn to migrant workers, who are much more vulnerable to trafficking and labor abuses (Crane 2012; ILO 2013).

The use of low-cost migrant labor can reduce crew costs considerably for vessel owners (UNIAP 2009; ILO 2013). Migrant workers — many of whom are trafficked by recruiters or smuggling operations — can be contracted to a vessel or vessel owner for a period of months or years, whether or not they have any working knowledge of the fishing industry or desire to become fishers (EJF 2013). The competition for decreasing fisheries resources may mean that some operators are cutting corners not only with labor, but also with health and safety provisions onboard the vessel (EJF 2010; FAO 2012; ILO 2013; Stringer et al. 2013). There have been reports of unhygienic working conditions, inoperable or complete lack of radio or fire safety equipment, substandard food, and poor accommodations (EJF 2010).

Abuse in Seafood Processing

Most case studies of labor and human rights abuses in seafood processing and packaging have involved migrant workers in both licensed and unlicensed operations in the southern provinces of Thailand (UNIAP 2009; Sifton 2012; ILRF and WWU 2013; IEDE 2013; Mason et al. 2015). As previously mentioned, migrant labor has been used to reduce costs and to fill the void created by a lack of available Thai workers. Some of the most egregious abuses have occurred in the Thai shrimp industry which is highly dependent upon migrant labor, including the use of underage workers, refusal of pay, and charging workers excessive fees for work permits (ILRF and WWU 2013; Westlund 2013).

In 2012, there were an estimated four hundred thousand Burmese migrants working in Samut Sakhon, where 40 percent of Thailand's shrimp is peeled and frozen for export (Motlagh 2012). In 2013, around 200 peeling sheds were officially registered with Thailand's Department of Fisheries. However, less than 100 peeling sheds were also registered with Thai Frozen Foods

Association, even though registration is required to legally supply to other members and export to international markets (EJF 2013b). Estimates for unregistered peeling sheds operating in Samut Sakhon have ranged from 400 to 1,300, with some organizations putting the number closer to 2,000 (EJF 2013b; Motlagh 2012). These unregistered facilities are not subject to any regulation or oversight, and are where the most severe documented abuses have occurred, including physical abuse, threats of violence, debt bondage, child labor, and imprisonment (UNIAP 2009; PBS 2012; Sifton 2012; IEDE 2013; EJF 2013b; ILRF and WWU 2013; Westlund 2013; Mason et al. 2015).

Child Labor in the Seafood Industry

According to the ILO's International Program on the Elimination of Child Labor, in 2013 around 60 percent of the 168 million child labor abuse victims were engaged in the agriculture sector, including fisheries, aquaculture, livestock, and forestry (IPEC 2013). Although it is difficult to determine the exact number of child laborers employed specifically in the seafood industry, case studies and surveys suggest it is pervasive, both in number and geographic scope (FAO and ILO 2013). According to the FAO and ILO's 2013 report, *Guidance on Addressing Child Labor in Fisheries and Aquaculture*, child labor has occurred in many different parts of the seafood industry, including capture fishing, aquaculture, and operations (such as processing, marketing, and net-making).

Instances of child labor and abuse include: the sorting of shrimp and small fish species on jemals (platforms supported with wooden tree trunks often built in shallow waters, 7–8 km out at sea) found throughout Asia (FAO and ILO 2013); Cambodian boys who were forced to work on Thai fishing vessels were beaten and forced to endure a culture of bullying and intimidation by their captains and senior crew members (EJF 2010); and children engaged as swimmers and divers in muroami (a type of net) fishing in Bangladesh, an extremely dangerous form of fishing targeting reef fish (FAO and ILO 2013). In the seafood processing sector in Thailand, documented forms of child labor have included employment of children under 15, children working long days without overtime pay, and verbal abuse. Other reports have found children being paid low wages or not being paid at all, and abuses including being harmed, detained, and forced to work without pay in unregistered facilities (ILO 2011; The Asia Foundation and ILO 2015).

Human Rights and Sustainable Seafood

Until recently, gender equity, child labor, fair trade, and human rights in the fishery sector have been disconnected from, and in some cases even overshadowed by, environmental concerns (Allison 2012). However, issues of seafood sustainability and human rights are inextricably linked, not only from an ethical standpoint, but also from a practical one (Brashares 2014).

In 2013, fish accounted for 17 percent of the global population's animal protein and seven percent of all protein consumed (FAO 2016). Due to the decline in the health and abundance of fish stocks, the annual tonnage of capture fisheries has plateaued since 2005, despite an increase in effort over the same time period (FAO 2012). This means that as the global population continues to rise, more individuals, particularly in developing nations, will be without access to affordable protein, or will be forced to turn to terrestrial wildlife. There is already

evidence of this in West Africa, where during periods of fish scarcity, an increase in bushmeat hunting and a subsequent decline in mammal biomass has been observed, suggesting a macro-scale link between fish supply and tropical wildlife declines (Brashares 2004). Unsustainable practices can stress communities that are dependent on these declining marine resources and negatively impact their health, economy, quality of life, as well as their local terrestrial wildlife.

Marine living resource (MLR) crime is a form of environmental crime typically causing harm to the marine environment, often undermining management plans. MLR crimes and labor and human rights violations often occur together aboard fishing vessels (UNODC 2011). Although illegal fishing operations are, by their very nature, difficult to monitor, IUU fishing has been shown to contribute significantly to the decline of marine fish stocks (ILO 2013), taking between 11 and 26 million tons each year (Agnew et al. 2009). Over half of marine fish stocks (58.1 percent) are fully fished (FAO 2016), which means, even as certain stocks are legally protected by means of catch restrictions, quotas, or marine protected areas (MPAs), IUU operations will still have a detrimental effect on the ability of certain species to stabilize, let alone rebound from decades of overfishing. Eliminating IUU fishing will help reduce overfishing and hopefully in turn reduce human rights abuses committed at sea in pursuit of marine catch.

While there is still great room for improvement (the FAO suggests 31 percent of fisheries are overfished and the World Bank found that the difference between the potential and actual net economic benefits from marine fisheries is \$83 billion USD), there are positive stories from the sustainability movement (WB 2009; FAO 2016; WB 2015). Retailers assessed in various Greenpeace Scorecards (an evaluation and ranking of supermarkets on their sustainable seafood policies) in numerous countries around the world have demonstrated improvement every year and 80 percent of the retailers featured in 2015 received at least a passing score (Greenpeace 2013, Greenpeace 2015). In the U.S., fish stocks continue to rebuild under strong management and scientific advice (37 rebuilt between 2000 and 2014; NOAA 2014). The number of Marine

HIGHLIGHTING POSITIVE CHANGE

- **Corporate Transparency:** In 2015, Nestlé commissioned the international NGO Verité to conduct research on its Thai shrimp supply chains. Verité found that Nestlé and most U.S. and European retailers buying Thai seafood were exposed to forced labor risks (Associated Press 2015). Demonstrating great transparency, Nestlé made the results of the report publicly available, openly acknowledged the risk of forced labor in shrimp supply chains, and committed publicly to making improvements.
- **Accountability:** In certain instances, migrant workers have successfully sued suppliers on the grounds of forced labor (Intrafish 2016). In early 2016, tuna plant workers in Thailand won a settlement for accusations of migrant worker abuse (Hall 2016).
- **Cross-Sector Collaboration:** Thai Union is collaborating with local NGOs such as Issara Institute and Migrant Worker Rights Network to improve labor conditions (White 2016).
- **Policy Improvements:** In February 2016, a loophole in U.S. policy was closed to bar products produced by convict, forced, and indentured labor (H.R. 644).

Stewardship Council certified fisheries continues to increase with 306 certified fisheries as of October 2016, with another 83 in assessment (MSC 2016). Similarly, the number of sustainability commitments from the top 25 North American seafood retailers has grown significantly in the past several years. These examples demonstrate the potential for progress on the topic of human rights abuses in the seafood industry. Sustainability improvements illustrate the industry's ability to identify a problem, display the will to improve, and subsequently change business practices to proactively address challenges within complex supply chains. Addressing these issues is the ethical course of action and also one that will prevent human rights abuses in supply chains from undoing the excellent work to date on the environmental sustainability of seafood.

Governance

Effective at-sea governance is difficult to achieve, partly because of the complicated nature of the global fishing sector. Jurisdiction is divided among many regulatory bodies, local authorities, and states (flag, port, and coastal states), each operating in different geographic and political arenas (CFR 2013). Without harmonized regulation and enforcement, uniform action will not be achieved.

UNCLOS

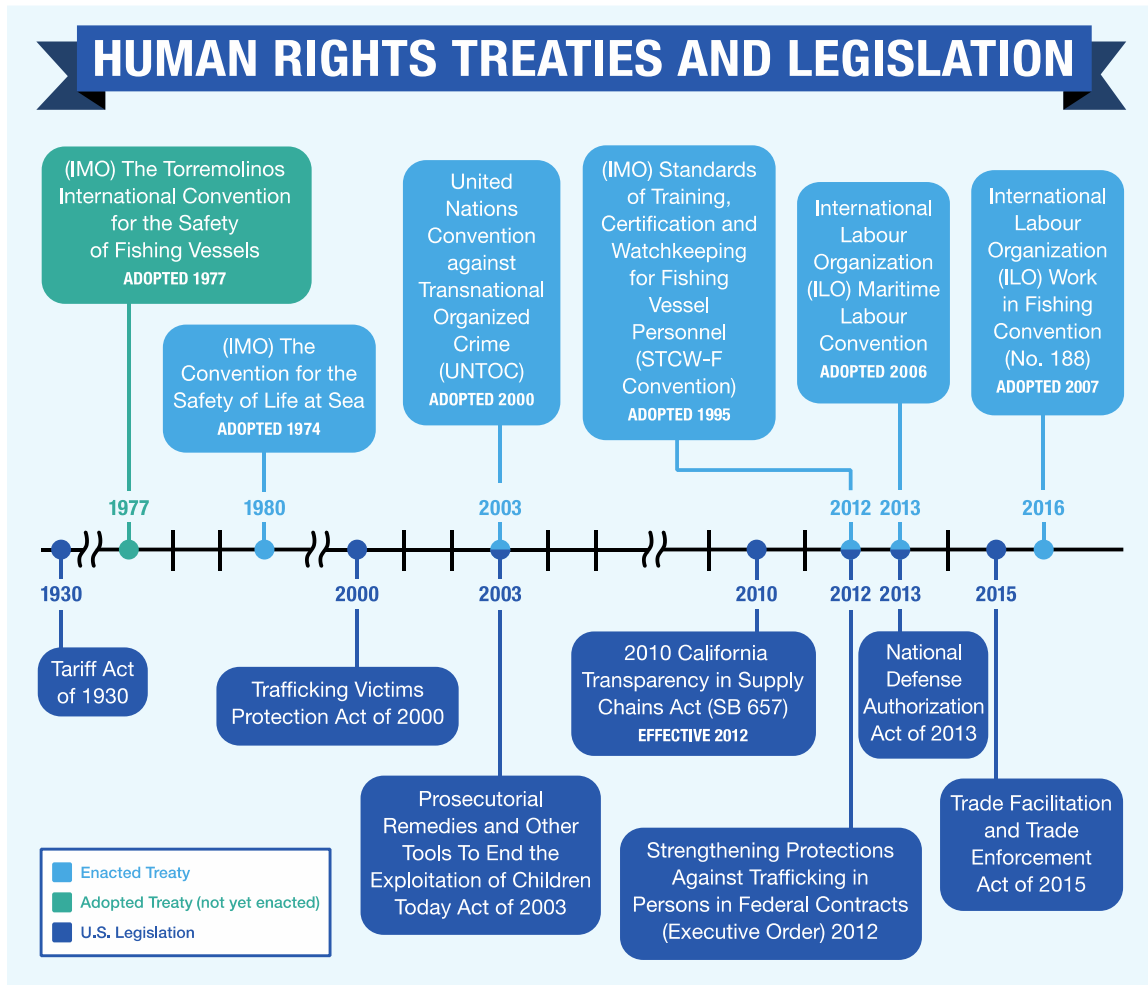
The United Nations Convention on the Law of the Sea (UNCLOS), enacted over 30 years ago, established fundamental legal principles for ocean governance, including “exclusive economic zones” (EEZs) — the coastal water and seabed extending 200 nautical miles from shore — over which the state has exclusive access to marine resources. UNCLOS also established that states have jurisdiction and control over flagships, and are responsible for ensuring the safety and seaworthiness of a vessel, as well as manning of ships, labor conditions, and training of crews (Petursdottir et al. 2001). The UN’s Council on Foreign Relations has stated that UNCLOS suffers from several limitations, including inadequate enforcement mechanisms and a lack of a comprehensive system to assess progress (Lathrop 2012, CFR 2013). However, the broad-scale ratification of UNCLOS — 167 nations including the EU as of 2016 — means that even a state that is not party to the convention (e.g. the U.S.), must recognize UNCLOS as customary international law, making this a powerful convention for monitoring the safety and legality of marine vessels.

History of Anti-Slavery Laws

There is a fairly strong history of international anti-slavery and anti-trafficking laws dating back to the 1920s, including: the Slavery Convention (1926) — a pre-UN convention formed through international multi-party legislation — and the Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery (1956), the Universal Declaration of Human Rights (1948), the International Covenants on Civil and Political Rights (1966), The United Nations Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others (1949), and the Convention on the Elimination of all Forms of Discrimination Against Women (1979). According to a report by King (2009), “these instruments laid the foundation for the contemporary conventions and efforts to eliminating trafficking.” However, the uniquely remote and transient nature of most fishing operations means that state, federal, and international legislation aimed at combating forced labor and human trafficking — such as the UN Declaration of Human Rights, the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, and the International Labor Organization’s Abolition of Forced Labor Convention, 1957 (No. 105) — may not be entirely effective at creating preventative or punitive measures for the fishing industry (ILO 2007).

Combating human rights violations and labor abuses in the seafood industry is a relatively new focus for most governments and NGOs (Allison 2012). However, several key pieces of proposed or enacted international legislation, as well as independent actions by certain nations and states, are important in establishing standards for combatting human and labor rights abuses (See Table 2, Table 3, and Table 4). While provisions included in international treaties and conventions apply only

Figure 4: Timeline of Key Human Rights Policies Relevant to Seafood



to state parties (i.e. states that ratified the given legislation), a piece of legislation with enough ratifications (how many ratifications varies depending on the legislation in question) will translate into customary international law (similar to UNCLOS), which can expand the scope of the provisions to non-party states. In addition, organizations such as the UN FAO, the ILO, and International Maritime Organization (IMO) offer detailed publications suggesting voluntary codes and guidelines for safety of both vessels and crews at-sea.

“The uniquely remote and transient nature of most fishing operations means that state, federal, and international legislation aimed at combating forced labor and human trafficking...may not be entirely effective at creating preventative or punitive measures for the fishing industry (ILO 2007).”

As a global industry, fishing requires global labor standards. However, while several international conventions on safety and personnel requirements for fishing vessels have been adopted, they lack the ratifications required to come into full effect. One promising exception is the recent 2012 enactment of the IMO Standards of Training, Certification, and Watchkeeping for Fishing Vessel Personnel (STCW-F Convention). The STCW-F Convention is the first attempt to mandate and normalize standards of safety for crews of fishing vessels internationally (ILO 2015). ILO has also created a Maritime Labor Convention which establishes international requirements for decent work for all seafarers, but not all of the provisions are mandatory for

CONNECTIONS TO ILLEGAL FISHING: The UN Port State Measures Agreement (PSMA)

The United Nations Food and Agriculture Organization's (UN FAO) Agreement on Port State Measures to Prevent, Deter and Eliminate IUU Fishing (PSMA) entered into force on June 5, 2016. Countries that ratify the treaty must: 1) designate ports through which foreign fishing vessels may enter; 2) conduct dockside inspections following set standards; 3) block entry to vessels known or believed to have been involved in IUU or those on an IUU vessel list of a Regional Fishery Management Organization (RFMO); and 4) share information with the governments of vessels with IUU product when discovered during inspection. As of October 2016, 34 nations and the EU have ratified the treaty, and 17 countries have initiated the ratification process (Pew 2016).

In the nations where it has been ratified, the PSMA may bring about opportunities to identify trafficked fishers. For example, there are several provisions on the entry of fishing vessels into port including pre-entry notification (Article 8), in-port inspections, (Article 12) and requisite designation of ports for landing fish (Article 7). Under these provisions the PSMA allows vessels to be denied entry to port if blacklisted via a RFMO. If vessels are engaged in labor abuse as well as illegal fishing, it is as yet unclear as to how denying entry to port may affect opportunities to identify and investigate cases of human trafficking and forced labor (ILO 2015).

fishers. Title 5 under the Convention outlines requirements for compliance and enforcement and states that member nations are responsible for enacting the provisions. Other conventions, such as the ILO's Work in Fishing Convention (No. 188), apply to all vessels engaged in commercial fishing and puts responsibilities on vessel owners and skippers for ensuring crew health and safety. Crew must be old enough to work and should be provided rest, sufficient wages, food, and medical care. The Work in Fishing Convention has thus far been ratified by ten states – Angola, Argentina, Bosnia and Herzegovina, Congo, Estonia, France, Lithuania, Morocco, Norway, and South Africa – and has been enacted.

International Conventions and Voluntary Codes

Although international conventions and voluntary codes cannot be enforced, these documents provide helpful guides for businesses and governments looking to strengthen human rights or social responsibility policies. For example, the International Bill of Human Rights is a comprehensive instrument referenced in the social commitments of companies such as BP, Unilever, and Pacific Gas and Electric. Components of the bill, including the Universal Declaration of Human Rights, are used by countless others. Although not all conventions or codes are mentioned in this document, other relevant standards and initiatives include the United Nations Global Compact, the

ILO's Fundamental Principles and Rights at Work, and the ILO Core Conventions. For more information on international conventions and voluntary codes see Table 2 and Table 4.

Additional Regional/National Legislation

[Modern Slavery Act 2015](#)

The UK Modern Slavery Act's Transparency in Supply Chains clause requires companies of a certain size that supply goods and services and has any business in the UK to publish an annual slavery and human trafficking statement. The statement must disclose whether the company is taking any steps to prevent slavery and human trafficking from occurring in its supply chains, and what steps it is taking. The bill also empowers law enforcement to take additional actions to prevent modern slavery offences, including stopping and searching vessels.

[New Zealand Governance](#)

New Zealand's Fisheries (Foreign Charter Vessels and Other Matters) Amendment Act (NZ Parliament 2014), requires that as of May 2016 all foreign-flagged vessels operating within New Zealand's EEZ are reflagged to New Zealand. The change in flag means that the vessels and crew are accountable to New Zealand health, safety, and labor criminal laws, and crew are given a New Zealand employment agreement. Monitoring has also been improved and New Zealand has placed trained observers on all foreign-owned fishing vessels (NZ MPI 2016).

[Association of Southeast Asian Nations' \(ASEAN\) Convention against Trafficking in Persons, Especially Women and Children](#)

In 2015, the ASEAN convention was established to strengthen regional cooperation against human trafficking in Asia, including preventing and combatting trafficking, protecting and assisting victims, and promoting cooperation among nations to meet these objectives. The convention requires six ratifications to go into effect. As of 2016, three nations – Thailand, Cambodia, and Singapore – have ratified.

Challenges to Reform

The causes underlying many human rights abuses are not insurmountable, but the fishing industry has certain unique features that may pose challenges to global reform. Some challenges are linked to micro-socioeconomic drivers and others to global ones, but most are complicated by the fact that a lot of fishing and processing activity occurs in geographies with limited monitoring or enforcement — where the perpetrators of labor abuses have, until recently, been largely sheltered from prosecution. Some of these challenges are explained below, although this not an exhaustive list.³

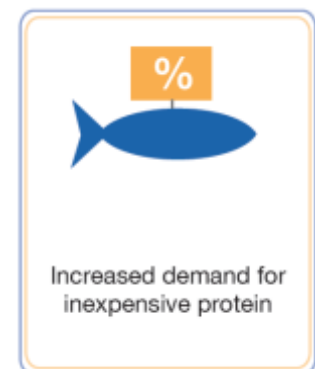


Globalized Nature of Seafood Supply and Demand

According to Dr. John Ruggie (2008), “the root cause of the business and human rights predicament today lies in the governance gaps created by globalization — between the scope and impact of economic forces and actors, and the capacity of societies to manage their adverse consequences.” This ‘gap’ becomes apparent in many industries operating across political, social, and economic boundaries, including seafood. The power of markets in the global North to transform labor practices in regions such as the Greater

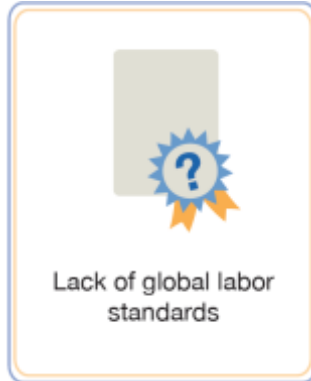
Mekong Subregion and West Africa is due to the seafood industry’s supply and demand dynamic. The global North provides the majority of demand for seafood products produced and processed in the global South — in 2010, 67 percent of the fishery exports (gross value) of developing countries were directed to developed countries (FAO 2012). The extraordinary imbalance of power between the primary seafood import regions (e.g. U.S., Japan, China, and EU) and export regions (e.g. Greater Mekong Subregion and West Africa) cannot be overstated. Importing nations tend to have greater access to wealth and political power, giving them an advantage over other nations in terms of their ability to develop, implement and enforce regulations in their interest on national and international scales.

Further, consumers are often price sensitive when it comes to seafood products that have historically been inexpensive staples (e.g. fish sticks and canned fish). As fishers face increased operating costs resulting from regulatory requirements and/or reduced catches, the consumer demand for inexpensive seafood can increase the incentives for fishers to utilize cheap labor. Seafood producers, suppliers, distributors, and consumers all have a part to play in helping to abolish labor and human rights abuses by, among other things, recognizing the need to incorporate the cost of providing fair wages and working conditions to employees into the final price point of seafood and other fisheries related products (e.g. fish meal and fish oil). Correcting this imbalance is not the responsibility of the seafood industry alone, but of the entire global community.



³ Please note that the order of discussion on challenges to implementation in no way reflects a ranked scale (i.e. minor challenge to major challenge) related to challenges in addressing labor reform in the seafood industry.

Legal Domains and the Lack of Global Labor Regulation



Though in many cases national level regulations exist to protect workers from abuse, some nations still do not have adequate protections in place. In addition, very few international standards apply on the high seas, making it difficult to enforce global labor standards in maritime jurisdictions (See Table 2, Table 3, and Table 4). Where international standards do exist (e.g. the ILO's Declaration on Fundamental Principles and Rights to Work) they seldom have 'teeth' and are difficult to collectively enforce because their adoption and implementation are not mandatory. This problem largely relates to traditional legal domains and maritime jurisdictions, as typically nations do not have power to enforce rules

on other nations' fleets unless the foreign vessel is within their national waters or exclusive economic zones (EEZs). As a result, nations can be limited to leveraging political pressure, negative publicity, and the threat of trade sanctions to motivate improvement outside their national jurisdictions (e.g. the TIP Report of the U.S. Department of State). These political and economic tools are primarily used to tackle the most egregious forms of abuse (e.g. slavery, human trafficking, child labor, forced labor, and workplace violence), and often do not address the full spectrum of labor violation (e.g. unfair wages, worker safety, freedom of association, harassment, etc.).

Exemptions and Exclusions for Fishing Vessels Within International Standards

Legislation

The exclusion of fishing vessels and personnel from maritime safety standards and international conventions, or size limits exempting smaller vessels, also contribute to the vulnerability of fishers at sea (Petursdottir et al. 2001). Fishing vessels are excluded from the majority of provisions in the Convention for Safety of Life at Sea (SOLAS), the International Convention on Standards of Training, Certification, and Watchkeeping for Seafarers (STCW Convention), as well as the Maritime Labor Convention (MLC).



Unique Vessel Identifiers and Global Record of Fishing Vessels

Implementing and enforcing legislation that applies to vessels fishing in international waters is difficult, particularly due to the lack of mandatory unique vessel identifiers (UVIs). A UVI is an assigned number that stays with a vessel regardless of any change of ownership or flag state. The International Maritime Organization (IMO) number is the only UVI in operation on the scale needed for fishing vessels. IMO Resolution A.600 makes IMO numbers mandatory for "propelled, sea-going vessels" over 100 gross tons, but excludes vessels "used exclusively for fishing" (EJF and FishWise 2013). In 2013 the IMO Assembly agreed to issue IMO numbers to large fishing vessels (over 100 gross tons), and at present they have issued them to over twenty thousand fishing vessels on a voluntary basis (Resolution A.1078 (28)). The IMO has also granted IMO numbers to vessels smaller than 100 gross tons upon request, provided they have a steel

hull and satisfy the other structural requirements, but it is unclear whether the IMO will be willing or able to continue to do so into the future.

Without mandatory UVIs it is very difficult to identify or take action against IUU vessels because fishing vessel owners can implement complex vessel registration and incorporation strategies to avoid detection (UNODC 2011). This includes sailing under various Flags of Convenience (FOCs). A FOC exists when a vessel owner registers a vessel in a foreign state, often for the “convenience” of paying lower taxes and/or registration fees (ITF 2012). FOC states are attractive to IUU fishing operators because these states often lack the capacity or willingness to effectively monitor fishing activities (UNODC 2011). The transparency needed to identify and sanction vessels for IUU fishing and human rights abuses at sea will remain unattainable without UVIs for all fishing vessels, and IMO numbers for large vessels, especially those fishing under FOCs.

[The Global Record of Fishing Vessels, Refrigerated Transport Vessels and Supply Vessels](#) is being developed to store the UVIs of commercial fishing vessels along with information on their ownership, flag, history, characteristics, and fishing authorizations. Entry of UVI information into the Global Record database will be voluntary. UN FAO member states through the Committee on Fisheries (COFI) have endorsed the Global Record as one of the main global tools to fight IUU fishing. Ensuring all large fishing vessels obtain UVIs that are entered into the Global Record will improve the ability to track and enforce fishing vessel activities.

“The exclusion of fishing vessels and personnel from maritime safety standards and international conventions...also contribute to the vulnerability of fishers at sea.”

Lack of Enforcement of Existing Regulations

Though some legally binding conventions have been enacted for the protection of worker rights and health, enforcement of their provisions is often patchy and ineffective. For example, crew fishing in New Zealand waters have described undergoing excessive shifts, threats of violence and coercion, falsified timesheets, and underpayment (Stringer et al. 2016). Gaps in enforcement exist due to capacity constraints and, at times, a lack of willingness to act by various governments (UNODC 2011). Similarly, human trafficking continues to occur on a global scale, despite several international treaties aimed at combating it (TIP 2015). For example, while Russia — a top fisheries production nation (FAO 2016) — ratified the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, as well as the Protocol Against the Smuggling of Migrants by Land, Sea and Air, there are multiple reports of



trafficking and forced labor practices aboard Russian fishing vessels (Surtees 2008, 2012). In fact, due to its failure to comply with even the “minimum standards for the elimination of trafficking” (TIP 2013), Russia was downgraded to the lowest possible tier (Tier 3) in the U.S. State Department’s 2013 TIP Report and remains Tier 3 in 2016.⁴

Lack of enforcement is also a problem on fishing vessels in terms of ensuring adequate safety equipment, vessel monitoring system compliance, and licensing and control system compliance (EJF 2010; UNODC 2011).

Corruption and Bribery of Officials

In some regions, the corruption and bribery of government officials have effectively crippled the enforcement mechanisms necessary to combat human rights and labor abuses. In a recent survey by Transparency International, over half of the world’s countries were deemed to have serious corruption problems (Transparency International 2015). Instances of corruption and bribery in the seafood industry have been documented by organizations such as EJF. According to EJF (2012), “it is apparent that human trafficking onto fishing vessels has, on occasion, been facilitated by corruption and an unwillingness to prosecute those individuals and companies that procure trafficked persons.” Laws and regulations, written and implemented by any level of government (international, regional, etc.), have little or no chance of improving the lives of seafood industry workers if those in local positions of power are unable or unwilling to enforce them. This is particularly important for fishers on the high seas, who are in remote locations for extended periods of time and have limited opportunities to alert authorities to instances of abuse. On land, past instances of trafficking and human rights abuses in processing facilities have gone without penalty due to corruption and resource constraints. Identifying instances of money laundering can also provide businesses with opportunities to determine whether there may be an escalated risk for other illegal activity such as human rights abuses (Jepson and Grono 2016).



Lack of Transparency and Traceability in Seafood

The need to improve commercial transparency and traceability in the seafood industry is a common theme echoed by those concerned with improving seafarer well-being and achieving seafood sustainability (EJF 2010; Allison 2012; Boyle 2012; UNODC 2012; Hurlburt et al. 2012; EJF 2013; Greenpeace 2015).

Implementing full traceability — when a consumer unit of seafood at a restaurant or retailer can be traced throughout the supply chain back to its point of harvest by a vessel or on a farm — is the first

step towards addressing illegal fishing, human rights abuses, and seafood mislabeling and fraud. With full supply chain traceability, it should be easier to identify and remove seafood associated

⁴ The U.S. State Department’s Trafficking in Persons Report seeks to assess how well governments are addressing and responding to the crime(s) of human trafficking. Tier 3 designations are assigned to countries whose governments do not fully comply with Trafficking Victims Protection Act (TVPA) standards and are not making significant efforts to do so. There are currently 27 countries and territories with a Tier 3 designation, including North Korea, Iran, and Saudi Arabia.

with these concerns from supply chains and, ideally, prevent it from entering the supply chain in the first place. For more information on seafood traceability, please see the FishWise white paper: [Advancing Traceability in the Seafood Industry](#).

Transshipment at Sea

Transshipment — the unloading of marine catch to a transport vessel — is a common practice within commercial (often industrial) fishing operations (UNODC 2011). By allowing vessels and their crew to remain at sea for months — or even years — transshipment can contribute to the pervasive human rights abuses aboard fishing vessels by trapping workers at sea and helping the vessel remain undetected by any authorities at port (EJF 2013). To reduce risks transshipment practices should be documented within supply chains and key data elements (KDEs) about the transshipment (name of fishing and transshipment vessels, date and location of transshipment, etc.) should be linked to the product in a traceability system.



Illegal, Unreported, and Unregulated (IUU) Fishing, Trafficking, and Organized Crime

High levels of IUU fishing occur worldwide. Estimates of fishing losses from illegal activity range from 10-23.5 billion USD, which represent 11-26 million tons of seafood (Agnew et al. 2009). Some countries suffer greatly (40 percent of West Africa's total catches may be illegal), and in others, the illegal catch may be double the documented harvest numbers (Agnew et al. 2009). Developing countries bear the brunt of IUU fishing through lost revenue, decreased food security, and loss of biodiversity (FAO 2012). In addition, given that IUU vessels are already operating outside of the law, there is a possibility that they may be associated with other illegal actions, including human rights abuses (FAO 2016).



IUU fishing and other marine living resource (MLR) crimes have been linked to transnational organized crime and human trafficking on board vessels, all of which negatively affect the lives of fishers and non-fishers alike (UNODC 2011). In order to effectively address labor and human rights abuses in seafood, IUU fishing must concurrently be eliminated. Challenges exist in part because separate government networks — and their legal systems — are the authorities trying to combat IUU fishing. At the same time, transnational criminal networks have flexible structures and oversight — allowing them to mobilize quickly and respond to changes to government enforcement to evade detection (Telesetsky 2015, Phelps Bondaroff et al. 2015).

Actions Taken by the Private Sector

While this paper highlights the human rights and labor abuses taking place in the seafood industry, there is also a positive and uplifting side to this story. Some companies have recognized the importance of protecting human rights and the benefit of communicating that work to stakeholders and consumers. For example, over half of Fortune 100 companies have policies targeting human trafficking and two-thirds have a commitment to supply chain monitoring (ABA and ASU 2014). We highlight some positive examples from the seafood industry here.

Region-specific initiatives

Examples of companies improving the social aspects of seafood supply chains include the [Fishing and Living™](#) program (a collaboration between ANOVA Food LLC, USAID, WWF, many levels of government, and others) which strives to: 1) promote sustainable fisheries through improved fishing practices and 2) provide enhanced living conditions for the communities engaged in the industry. Specific [Community Social Programs](#) are listed on its website.

The Parties to the Nauru Agreement countries (Federate States of Micronesia, Kiribati, Marshall Islands, Nauru, Palau, Papua New Guinea, Solomon Islands, and Tuvalu) started [Pacifical](#), a canned tuna brand, because they wanted to ensure sustainable tuna fishing, employment and participation of their people, and fair economic returns for the tuna. Pacifical's website details its commitment to involve more locally owned and crewed tuna boats, create more jobs via local processing plants (with a goal to increase local processing from 5% to 25%), and have fair working and social conditions (must meet the Business Social Compliance Initiative (BSCI) and Social Accountability International's SA 8000 conditions). Similarly, [SolTuna](#) – the only tuna loining and canning company in the Solomon Islands – and their parent company TriMarine, have secured funding from the World Bank to expand and upgrade their processing facilities and put their tuna fisheries on a path to environmental certification. A majority of SolTuna's employees are women, and the program seeks to ensure locals retain more profit from regional tuna harvest. SolTuna also invests in health, youth, and education programs to benefit Solomon Islanders.

Issara Institute (Issara) is a Thailand-based public/private partnership with the seafood industry, and was founded by anti-trafficking experts to address labor issues in global supply chains through an alliance of private sector, civil society, and government partners. Issara uses worker voice, data analytics, and migrant worker empowerment to decrease labor abuses in supply chains. Issara's [Strategic Business Partnerships Program](#) works with retailers, suppliers, and local businesses to identify human trafficking risks, conduct supply chain analysis, and drive change through action-oriented working groups.

The [Seafood Task Force](#) is an industry led group, formed to tackle issues of forced labor and human trafficking in Thailand's seafood supply chains. The group consists of retailers, suppliers, NGOs, and major Thai processors and feed companies. Its work to date includes supply chain analysis, identifying the vessels harvesting the inputs for fish feed, development of audit protocols, and work with the Thai government to develop port control measures and documents. One of its main objectives is to implement traceability systems with international

verification from vessel to feed mill, and have this system become an independent, internationally recognized benchmark supply chain model within the industry.

Industry initiatives

Retailers are also communicating their social policies to their consumers. [Young's Seafood](#) in the UK, an early adopter of social responsibility in the seafood industry, has created [10 Principles](#) to guide their seafood program. These principles include legality, continuous improvement, traceability, and most importantly in regard to this discussion, ethics and environment. Young's states that it supports the Ethical Trading Initiative (ETI) Code of Conduct and the objectives of SA 8000. It also states that a precautionary approach is employed when conformance to standards cannot be verified, and it seeks to only trade with companies that are mindful of their ethical and social responsibilities.

Positive change also comes from industry-NGO partnerships. In early 2015, Albertsons Companies banner [Safeway and Fair Trade USA announced a partnership](#) that led to the first instance of Fair Trade fish being sold globally. Safeway began to sell Fair Trade Certified™ yellowfin tuna in its stores in California, Portland, and Seattle. The [Fair Trade Fisheries program](#) that Safeway sources from requires fishermen to source and trade according to standards that protect fundamental human rights, prevent forced and child labor, establish safe working conditions, regulate work hours and benefits, and enable responsible resource management.

[Thai Union's Sea Change](#) program is a corporate strategy designed to promote environmental and social sustainability within the company's supply chains. The program lays out three goals they aim to achieve by the year 2020: 1) sustainable seas, 2) worker safety, legality, and empowerment, 3) and legal vessel operations. To improve sustainability, the company plans to implement fishery improvement projects for tuna, and move toward sourcing from Marine Stewardship Council (MSC) certified fish. By 2020 they also plan to implement end-to-end traceability measures to reduce the risk of IUU product and illegal labor practices in their supply chains. Further, they are planning community development projects for all regions where they operate as well as worker rights education initiatives for migrant and local employees.

In addition to key industry and NGO groups, a variety of stakeholders contribute to driving improvements in the seafood industry. Certifications may incentivize consumers to purchase more responsible products, auditors and consultants investigate supply chains for strengths and areas for improvement, labor organizations set standards and organize movements for fair practices, unions and other member association organizations amplify worker voice, and foundations craft strategies to support efforts driving towards systemic change. For more information on some key players in socially responsible seafood, refer to Appendix IV.

Recommendations for Supply Chains

Outlined in this section are recommendations to improve human and labor rights within seafood supply chains (Figure 5). These steps are based on case studies, industry guidance documents, recommendations from other sectors, and conversations with experts, and draw parallels from work on illegal fishing and sustainability improvements.

Map it: Work to Improve Supply Chain Traceability

Without comprehensive traceability that allows companies to identify the source countries and regions of processing, human rights abuses and illegal fishing concerns cannot be identified and eliminated from supply chains. Several initiatives are underway to improve the traceability of seafood supply chains. For more information and recommendations for the industry please see the FishWise white paper on seafood traceability: [Advancing Traceability in the Seafood Industry: Assessing Challenges and Opportunities](#).

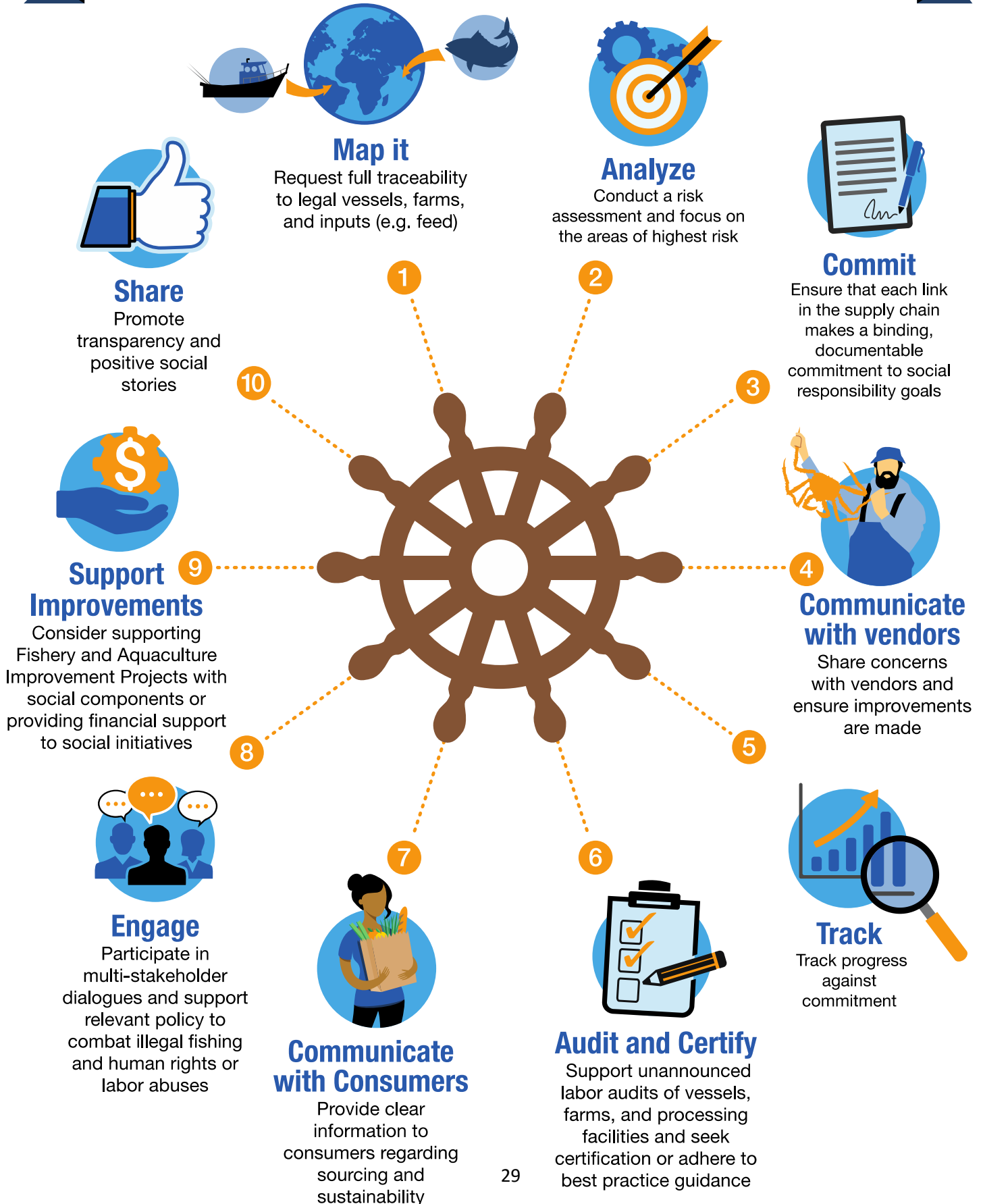


Analyze: Conduct a Risk Assessment

As with all supply chain improvement efforts, it is important to quantify risk using objective criteria, then address the areas of highest risk first. While more research and quantification of the problems are needed, there are some reports and guidance documents that will be helpful to those seeking to understand where risks lie. We suggest that an assessment of social risks be conducted at the same time as an assessment of product at risk of being illegally harvested or mislabeled. Marine living resources crimes (such as illegal fishing) and human trafficking have been found to co-occur, so work to eliminate both of these concerns is a priority (UNODC 2011). Once these high-risk items have been identified, research into sources and supply chains can lead to further engagement with companies and governments. For example, recommendations for Thailand's policy and implementation of initiatives to combat human trafficking in shrimp supply chains are outlined in the EJP's '[The Hidden Cost](#)' report (EJP 2013b). For a list of risk by country, we suggest referring to the TIP ([2016](#)) report and DOL ([2016](#)) reports. Also, Free2Work has a [short video](#) explaining how it assesses worker rights in various supply chains, and several of the organizations listed in Appendix provide risk assessment services and support

Figure 5: Recommendations to Improve Human and Labor Rights
Within Seafood Supply Chains

STEPS TO ACHIEVING SOCIAL RESPONSIBILITY



Commit: Commit to Social Responsibility Goals and Establish Public Policy

Human and labor rights have gained attention in many sectors, such as electronics, coffee, chocolate, garment, and textiles. Consumers are increasingly aware of the global nature of modern supply chains, and the stories of associated human rights abuses. Companies that have taken the greatest measures in improving their practices have been transparent about their efforts to improve, with the first step being a public policy or commitment on human rights and ethical sourcing. Useful resources for companies creating a corporate policy on human rights include the UN [guidance on how to develop a human rights policy](#) and actions to prevent exploitation aboard fishing vessels by the ILO (summarized in Appendix II).



The Conservation Alliance for Seafood Solutions has developed a [Common Vision](#) framework of six steps to help companies make commitments to both environmentally and socially responsible seafood. Such commitments establish criteria to measure performance and include specific objectives and activities to address human rights and labor abuses. Commitments should also involve establishing traceability standards and gathering data on seafood products through effective data systems with accompanying verification measures. For additional information, see 'Resources' section of this report.

The Conservation Alliance for Seafood Solutions' Common Vision Framework

1. Make a Public Commitment
2. Collect Data on Seafood Products
3. Make Responsible Sourcing Decisions
4. Be Transparent
5. Educate Staff, Customers, and Vendors
6. Support Improvements in Fisheries and Aquaculture

(Conservation Alliance for Seafood Solutions, 2016)



Communicate with Vendors: Share Goals and Expectations

In order for sustainability and social responsibility goals to be successful, it is important for vendors to be aware of a company's sourcing expectations. Companies should share their social responsibility goals and concerns with vendors, then work with vendors to make any necessary improvements by agreed upon timelines. Various tools can help to facilitate vendor accountability, including a Supplier Code of Conduct, requirements for comprehensive worker contracts and fair recruitment practices, and purchasing agreements that require suppliers to respect fundamental labor rights.

Track: Conduct Transparent Self-Reporting

Companies and customers alike are intensifying their focus on Corporate Social Responsibility (CSR). More than 50 percent of companies have integrated sustainability into strategic planning (McKinsey and Company 2011). The same study showed that mission, values and external communication typically have the greatest integration with sustainability,



while supply chain management and budgeting have the least. Conducting transparent self-reporting allows companies to share their CSR efforts to build their reputation and brand – an important factor in the age of “immediate, open, and raw” information sharing (Trendwatching 2012). With the increased emphasis on using technology when shopping (namely ratings, reviews, and applications), ensuring accurate CSR information is available online is important to engage potential customers and build brand loyalty and trust. In addition, recent legislation requires reporting. The California Transparency in Supply Chains Act and UK Modern Slavery Act require certain companies to report on what measures they are taking to combat slavery in their supply chains. The Trade Facilitation and Trade Enforcement Act goes further by prohibiting the importation of goods made from forced or child labor. As transparency becomes more important for consumers and governments alike, it is crucial for companies to track and report information from their supply chains.

Audit and Certify: Audit, Seek Certification or Adhere to Best Practice Guidance



This paper provides descriptions of several certifications relevant to social compliance and human rights within seafood supply chains (Appendix IV). However, this paper does not attempt to compare and contrast these certifications to determine which are the most rigorous or address the greatest number of concerns. As a best practice, companies should research the various certifications available and choose the one best suited to their supply chains. A consultant or certification body, many of which are also summarized, can help facilitate this decision-making (see Appendix V for contact information). Another labor best practice is to ensure workers have access to a reporting mechanism such as an anonymous hotline to report abuses (e.g. Issara hotline). Third party auditors may be helpful in verifying whether proper labor policies are in place within supply chains, but they are most effective when used in combination with other mechanisms such as traceability protocols, confidential worker interviews, and company performance benchmarks. For systemic progress, it is also critical that companies put in place worker voice tools such as grievance mechanisms, as well as unionization and collective bargaining that promote long-term, on-going communication channels and provide leverage for employee protections. A list of resources relevant to social responsibility best practices in seafood can be found in Appendix III.

Communicate with Consumers: Inform Them of Sourcing and Sustainability Initiatives

Provide clear information to consumers about how products are sourced, and what you are doing to improve the sustainability and responsibility of your products. Almost 80 percent of consumers expect companies to promote individual and collective well-being but only 28 percent think that companies do enough to address social and environmental issues (Havas Media 2011). Brands are now being rated on how ‘meaningful’ they are along with quality and cost. It is estimated that only 20 percent of brands worldwide make a



“significant, positive effect on people’s well-being” (Havas Media 2011). Reporting on CSR progress is important to connect with those consumers looking for “specific well-being benefits” from a brand. The return on building a ‘Meaningful Brand’ is high; the top brands in this category outperform the market by 120 percent (Havas Media 2011). More than half of consumers are prepared to reward responsible companies by choosing their products and say they would pay a 10 percent price premium for a responsibly produced product (Havas Media 2011).

Engage: Support Human Rights Legislation and Policy to Combat Human Rights Abuses



In this white paper, we reviewed the status of important international human rights legislation. A summary of each, along with the countries that have already ratified legislation, is included in Appendix II. Letters of support to the national governments of seafood sources, processing, and final sale locations will help these measures be enacted and implemented in supply chains. Currently, the Work in Fishing Convention (No. 188) and Cape Town Agreement require additional ratifications before they can be enacted, and the STCW-F Convention (already in effect) would benefit from additional ratifications by nations with a strong maritime presence.

The TIP ([2016](#)) report, DOL report ([2016](#)), and other special investigations have published lists of countries with human rights concerns, with many focused on forced labor and trafficking. Similarly, the U.S. and EU have released IUU ‘watch lists’, and it is known that IUU and human rights abuses sometimes occur together (UNODC 2011). Companies should identify the nations they source from that are also on these lists and send letters to the governments of countries with concerns, requesting that they improve their requirements and enforcement to ensure these conditions do not persist. Specific suggestions for the government of Thailand, in respect to shrimp farming, are provided in the EJP report “[The Hidden Cost](#)” (EJP 2013b).

Support Improvements: Consider Supporting Improvement Projects and Providing Financial Support

[Fishery improvement projects \(FIPs\)](#) are focused on improving environmental, economic, or social aspects of a specific fishery or fishing community. [Aquaculture Improvement Projects](#) (AIPs) and [Vessel Improvement Projects](#) (VIPs) are also parts of the improvement landscape. AIPs aim to improve sustainability in fish farming zones, often with the goal of attaining a certification by the end of the improvement process. Seafish’s VIPs, which are still in development, implement improvements that should ultimately allow vessels and captains to be certified by the [Responsible Fishing Scheme](#). Organizing at the community level helps to overcome the tragedy of the commons that has caused environmental impacts in the past. This typically occurs when fishers act



independently in self-interest and deplete the shared resource because the community is not responsible for fishery management and long-term interests are not considered (Kinver 2013). Arnason, a professor at Iceland University, likens territorial or quantitative fishery management to being a stakeholder in a company, where there is long-term interest from all stakeholders to see it succeed (Kinver 2013). This can also be applied to social aspects, in which healthy and productive workers can be a benefit to the business and community. Organizing in this fashion can also help to address corruption, if it is a barrier to improvements. FIPs and AIPs should include a summary of the labor conditions of the fishery (such as worker safety, minimum age requirements, etc.) and address any that are deficient in their work plans. Similarly, having cooperatives with social benefits or operations that invest in the local communities can provide excellent opportunities to tell the story of seafood products. It is important that a FIP or AIP is credible, time-bound, and transparent in reporting on progress against its work plan. The [Conservation Alliance for Seafood Solutions](#) has drafted a set of [guidelines for FIPs](#) that can be used as a reference.

In addition to supporting improvement projects, companies can provide financial support to social initiatives. Enforcement efforts in developing nations often lack sufficient funding. Similarly, the development of tools to help businesses and companies assess their own supply chains for risk is often delayed because of funding constraints. Companies can reach out to NGOs and grassroots organizations working to combat human rights abuses, rehabilitate trafficked persons, and advocate for remediation to learn what further support is needed. The ILO (2011) report on child labor in fisheries found that prevention strategies such as education, poverty alleviation, extraction, rehabilitation, and protection for children at employable ages are important areas of focus to prevent and deter child labor in the seafood industry. Financial support for illegal fishing enforcement and capacity building is also needed to combat this global issue.

Share: Promote Positive Social Stories

The environmental movement has found that inspiring stories can help encourage consumers to alter their purchasing habits to favor more responsible products. Retailers are now starting to cater to the empowered shopper that has access to many digital resources to inform purchases and that cares about the social responsibility of products (Deloitte 2009). Companies self-report on environmental goals, and the logical next step is to do the same for social goals for seafood supply chains. As goals are achieved, that work can be promoted as a selling point for the products. Previously illustrated examples of companies promoting positive social stories are the [Fishing and Living™](#), [Pacifical](#), and [Fair Trade certified seafood](#).



Facing the Challenge

Human trafficking and the use of forced labor within the seafood sector must be addressed now. It is unacceptable for physical, mental, or any type of human rights abuses to take place in seafood supply chains. Labor abuses are difficult to uncover because of the structure and lack of visibility into seafood supply chains and gaps in monitoring and enforcement. Without binding international law, a strong willingness by states to fulfill their legal responsibilities, and businesses seeking to source responsible products, these problems will persist (Stringer et al. 2013). While the challenges are numerous, eliminating human rights abuses in seafood supply chains is paramount to achieving social equity and ensuring a sustainable and long-term supply of seafood.

Encouragingly, businesses in other industries have had success instituting policies and working to make improvements over time, and we are now seeing leaders emerge within the seafood sector as well. By advancing social responsibility efforts, companies are better able to address specific business needs and meet corporate social responsibility goals. Companies can also become empowered to tell the story behind products with fair labor practices and increase brand value. In one study, more than half of consumers said they would preferentially purchase, and pay a premium for, responsible brands (Havas Media 2011). Additionally, the top brands currently seen as responsible outperform the market by up to 120 percent (Havas Media 2011). Responsible supply chains can reduce the risk of carrying illegal products that may be linked to human rights abuses, reduce the risk of being unknowingly associated with human rights abuses in the industry, can communicate their corporate social responsibility efforts to their stakeholders, and will be able to comply with growing U.S. legislation targeted to prevent human rights abuses in supply chains.

We suggest that companies review the steps outlined in this report and face this challenge directly, in partnership with their supply chains. This includes taking specific action to address human rights abuses in supply chains and the related issues of environmental sustainability, illegal fishing, and traceability. We encourage companies to reach out to the experts and groups with experience improving labor rights within supply chains. Businesses can play an important role in overcoming these challenges within supply chains, and by collaborating with NGOs and governments, the livelihoods of many workers can be improved.

RESOURCES



Appendices of Supplementary Resources and Guidance

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Appendix I. Summary of Exploitation Forms Aboard Fishing Vessels

Table 1: Selections from the ILO Work in Fishing Convention No. 188

FORMS OF EXPLOITATION	ACTIONS TO PREVENT EXPLOITATION
Exploitative recruitment practices	Recruitment services and agencies must be legally registered with the government, and cannot charge the fisher for their services or blacklist fishers.
Lack of written employment contracts	Fishers must have a written work agreement that they can understand, be given time to review it and seek advice on its terms before it is signed by both parties.
Non- or under-payment of fishers	Fishers are paid a wage (not a 'share of the catch') on a regular schedule and provided a means to transmit payments to their families. Food cannot be deducted from the fisher's payment.
Abandonment in port	Fishers shall be entitled (subject to the member State or work agreement obligations) to repatriation at the fishing vessel owner's cost or, if the owner fails to pay, the flag State.
Loss of life at sea	Fishing vessels must carry a crew list and a copy of the crew list shall be provided to an authorized person ashore upon departure.
Excessive working hours, fatigue, and lack of rest	Fishers must be given regular periods of rest to ensure safety and health. For vessels at sea more than three days, minimum rest should not be less than 10 hours in any 24 hour period and 77 hours in any 7 days period.
Inadequate accommodation and ablution facilities, malnourishment, and lack of uncontaminated fresh water	New fishing vessels and, if reasonable and practicable, existing vessels, shall be fitted according to Annex III of C.188. The Annex requires that accommodation has the proper headroom, emergency escapes, does not open to machine or fish rooms, etc. Vessels must have sufficient hygienic toilets, washbasins, etc. for all crew on board. Food and potable water must be sufficient for the duration and nature of the voyage and have suitable nutritional value.
Work related injuries, illnesses, and lack of medical care	Fishing vessels must carry appropriate medical supplies and have radio or satellite communication equipment on board. Fishers have a right to medical treatment ashore and shall be provided appropriate personal protective clothing and equipment and safety training. Fishers must have a valid medical certificate.
Use of child labor	The minimum age of fishers is 16 years, but under special circumstances can be 15 years. ILO member nation must have a process for extraction and rehabilitation in the case of child labor.
Inability to alert family or friends of abuse	Fishers should have reasonable access to communication facilities at a reasonable price, when possible.

Appendix II. Summary of Legislation on Human Rights Related to the Seafood Industry

Note: The purpose of this white paper is to provide information about social responsibility and labor abuse in seafood. This document should not be construed as legal advice.

Table 2: International Legislation on Human Rights Related to the Seafood Industry

Type	Name	Provisions	Status and Ratifications
International Legislation			
Convention — Trafficking	United Nations Convention against Transnational Organized Crime (UNTOC)	<ul style="list-style-type: none"> - Includes specific language regarding transnational trafficking and smuggling aboard fishing vessels. - The UNTOC is the guardian of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, and the Protocol against the Smuggling of Migrants by Land, Sea and Air 	Enacted — 2003 Ratifications - 186
Convention — Labor, Fishing, Maritime Safety	International Labor Organization (ILO) Work in Fishing Convention (No. 188)	<ul style="list-style-type: none"> - Applies to all vessels engaged in commercial fishing and puts responsibilities on vessel owners and skippers for ensuring crew health and safety. - Crew must be old enough to work and should be provided rest, sufficient wages, food, and medical care. 	Enacted — 2016 Ratifications - 10
Convention — Labor, Maritime Safety	The International Labor Organization's (ILO) Maritime Labor Convention	<ul style="list-style-type: none"> - International requirements for decent work for all seafarers. - Title 5 under the Convention: outlines requirements for member state compliance and enforcement of provisions - Fishing Vessels Exempt (See Article 2. Section 4) 	Enacted — 2012 Ratifications - 70
Convention — Maritime Safety	International Maritime Organization (MO)	<ul style="list-style-type: none"> - International treaty concerning safety of merchant and passenger ships 	Enacted — 1974 Ratifications - 165

Type	Name	Provisions	Status and Ratifications
	The Convention for the Safety of Life at Sea (SOLAS)	<ul style="list-style-type: none"> - Outlines minimum standards for construction, equipment, and operation of ships - Fishing Vessels Exempt (See Chapter 1. General Provisions, Regulation 3. Exceptions) 	
Standard/ convention — Fishing	International Maritime Organization's (IMO) Standards of Training, Certification and Watchkeeping for Fishing Vessel Personnel (STCW-F Convention)	<ul style="list-style-type: none"> - First treaty that mandates and normalizes standards of safety for crews of fishing vessels internationally - Generally applies to seagoing fishing vessels 24 meters in length or more according to the IMO 	Enacted — 2012 Ratifications - 16
Convention, Protocol — Labor, Maritime Safety	International Maritime Organization (IMO) Torremolinos Convention, Torremolinos Protocol, and the Cape Town Agreement	<ul style="list-style-type: none"> - Applies to new fishing vessels 24 meters in length or more (See Chapter 1. General Provisions, Regulations 1. Application, in Consolidated Text) - Cape Town Agreement allows administrations to give exemptions if viewed as unreasonable and impracticable (See Chapter 1. General Provisions, Regulations 3. Exemptions, in Consolidated Text) 	Not yet enacted Ratifications - 7 (22 needed)

Enacted Legislation

[The Convention for the Safety of Life at Sea \(1974\)](#)

Organizing Body: International Maritime Organization (IMO)

Adopted: 1914

Enacted: 1974 (current form)

Ratifications: 165

Adopted in 1914 and later enacted in 1928 (due to the outbreak of World War I) - the Convention for the Safety of Life at Sea (SOLAS) has been referred to as the “most important legal instrument to ensure the safety of life and vessels at sea” (ILO 2013). The initial 1914 document was authored by a delegation of thirteen states at an international convention in London, partially in response to *HMS Titanic* disaster of 1912 (Wheeler 1914). When the IMO was founded in 1958, its first major task was to oversee amendments to SOLAS in 1960, as well as over 100 subsequent amendments in the years that followed (Petursdottir et al. 2001). SOLAS specifies minimum safety standards for the construction, equipment, and operation of marine vessels. SOLAS in force today — sometimes referred to as SOLAS, 1974 — has been ratified by 162 states. Because of this wide scale ratification, SOLAS is generally recognized as international common law by all maritime states.

While SOLAS is certainly the most important treaty concerning the safety of *merchant and passenger* vessels, fishing vessels are almost entirely exempt from SOLAS’s provisions (Petursdottir et al. 2001). These exemptions are generally credited to the differences in design and operation between fishing vessels and other types of ships (IMO 2016). There are a few notable exceptions, including measures related to rescue equipment on board and vessel stability. Perhaps due to the elective nature of the few SOLAS provisions applying to fishing vessels, SOLAS amendments in 1960 included a requirement that state parties inform the IMO about the degree to which they apply SOLAS to fishing vessels (Petursdottir et al. 2001).

[United Nations Convention against Transnational Organized Crime, the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, and the Protocol against the Smuggling of Migrants by Land, Sea and Air](#)

Organizing Body: United Nations

Adopted: 2000

Enacted: 2003

Ratifications: 187

Enacted in 2003, United Nations Convention against Transnational Organized Crime (UNTOC) and its protocols — the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children (hereafter ‘the TIP Protocol’) and the Protocol against the Smuggling of Migrants by Land, Sea and Air (hereafter ‘the Smuggling Protocol’) — include specific language regarding transnational trafficking and smuggling aboard fishing vessels (UN 2001). The UNTOC is the guardian of the TIP and Smuggling Protocols. In accordance with Article 9(1), TIP Protocol requires state parties to “establish policies, programs, and other measures to prevent and combat human trafficking and protect and assist trafficking victims” (ILO 2013). The Convention and its protocols have seen large-scale ratification. As of October 2016, the UNTOC was ratified by 187 states, the TIP Protocol by 170 states, and the Smuggling Protocol by 142 states.

A critical aspect of the UNTOC and its protocols is the scope of jurisdictional authority granted to state parties. A State Party to the Convention has jurisdiction over any offenses related to transnational organized crime occurring within its territory, which arguably can include the

exclusive economic zone (EEZ) (Stec 2013). The TIP Protocol is even broader in its application; in addition to having jurisdiction over any vessel (excluding military and government vessels) flying the state's flag, carrying state nationals, or operating in the state's territorial waters, a state party may also establish jurisdiction when an offense related to trafficking or smuggling, though committed outside a state's territory aboard a foreign vessel, is "commission[ed] within [a state's] territory" (UN 2001). However, if a state party does not have the means or desire to establish its jurisdiction, then this broad scope of authority will likely have little or no effect on ensuring the safety of fishers.

[Standards of Training, Certification and Watchkeeping for Fishing Vessel Personnel \(STCW-F Convention\)](#)

Organizing Body: International Maritime Organization (IMO)

Adopted: 1995

Enacted: 2012

Ratifications: 16

Adopted by the IMO — a United Nations specialized agency with responsibility for the safety and security of shipping and the prevention of marine pollution by ships — in 1995 and enacted in September 2012, the STCW-F Convention is the first attempt to make safety standards mandatory for fishing vessel personnel on an international scale. The STCW-F "sets mandatory training standards for crews manning and operating fishing vessels" (ILO 2013). As is often the case with maritime law, the flag states are the primary bodies responsible for taking any and all steps necessary to enact and regulate the STCW-F Convention. The regulations only apply to vessels over 24m in length, making the convention easier to implement, but possibly less effective since 85 percent of the world's motorized fishing fleet consists of small sized vessels (i.e. less than 12 meters in length; FAO 2016).

While the STCW-F Convention was only recently implemented, there is encouraging data showing that significant progress could be made in as few as ten years. Between 1990 and 1999, Norway and Iceland saw a 50 percent reduction in fishing related fatalities after implementation of compulsory safety training (Petursdottir et al. 2001). However, the STCW-F Convention will most likely not be effective in combating abuse on an international scale until it is ratified by more large fishing nations. As of July 2013, only nineteen states had ratified the STCW-F Convention including Canada, Denmark, Iceland, Kiribati, Latvia, Mauritania, Morocco, Namibia, Norway, Palau, Russian Federation, Sierra Leone, Spain, Syrian Arab Republic, and Ukraine. By comparison, the STCW Convention — the corresponding convention for seafarers aboard non-fishing vessels (i.e. tankers) — came into force in 1984 and has been ratified by 161 states and territories (IMO 2016).

[Maritime Labor Convention \(2006\)](#)

Organizing Body: International Labor Organization

Adopted: 2006

Enacted: 2013

Ratifications: 70

Adopted in 2006 and only recently enacted in August 2013, the Maritime Labor Convention (MLC) embodies "all up-to-date standards of existing international maritime labor conventions and recommendations." Established as the "fourth pillar" of Maritime Legislation (the other three being STCW, SOLAS and the International Convention for the Prevention of Pollution from Ships, or MARPOL) the MLC consolidates and updates more than 68 existing ILO conventions and recommendations. The overall objectives of the conventions are to: establish decent working and living conditions for all seafarers worldwide, ensure governments and ship owners

are committed to establishing decent conditions, and put control and enforcement mechanisms in place to ensure a level playing field. Amendments in 2014 address two issues: repatriation of seafarers, and ship owners' liability for compensation due to death or long term disability of seafarers while on duty. These amendments are expected to enter into force in January 2017.

The convention sets minimum requirements for seafarers, including minimum age requirements, medical fitness, and proper placement procedures. Employment conditions related to contracts, payment, repatriation, leave, and ship working conditions are listed. The convention details specific rules for accommodations that "promote the seafarers' health and well-being," and specific regulations for food quality and quantity. The MLC covers the specific medical care required both on board and ashore, ship owners' liability, and health and safety precautions. Standards to ensure compliance with the convention are set, with responsibilities for both the flag states and the port states, as well as labor agencies. Though like many international conventions, the MLC applies to all publicly and privately owned ships engaged in commercial activity *except* ships of traditional build (e.g. junks), warships, and fishing ships.

[Work in Fishing Convention \(No. 188\)](#)

Organizing Body: International Labor Organization (ILO)

Adopted: 2007

Enacted: 2016

Ratifications: 10

The ILO's Work in Fishing Convention (No. 188) was adopted in 2007 and supplemented by the 2007 Work in Fishing Convention Recommendations (No. 199). According to the ILO, the work in fishing convention "contains a number of important provisions that, once in force and widely ratified, could significantly improve working conditions of fishers and help prevent and combat the worst forms of labor exploitation experienced by victims of forced labor and human trafficking on board fishing vessels" (ILO 2013). Provisions include requirements for crew lists, written work agreements, minimum age of workers, and medical examinations. The ILO has produced a table, which details how various forms of exploitation will be prevented by ratification of the Work in Fishing Convention (see Appendix II).

The Work in Fishing Convention will come into force in November 2017. It is currently ratified by ten countries (Angola, Argentina, Bosnia and Herzegovina, Estonia, France, Lithuania, Morocco, Norway, Republic of Congo, and South Africa). DG MARE has stated that the Work in Fishing Convention will "further enhance the attractiveness of the [fishing] sector" for workers, in accordance with their Common Fisheries Reform Policy (see 'Common Fisheries Reform Policy' below). Together with the STCW-F Convention, these two pieces of legislation may measurably improve the working conditions, training, and general safety for fishers.

Adopted Legislation

[Torremolinos Convention, Torremolinos Protocol, and the Cape Town Agreement](#)

Organizing Body: International Maritime Organization (IMO)

Adopted: 1977

Ratifications: 17 (Protocol); 7 (2012 Agreement)

The Torremolinos Convention for the Safety of Fishing Vessels was the first international convention to focus specifically on the safety of fishing vessels, as opposed to marine vessels in general (Petursdottir et al. 2001). Modeled on SOLAS (1974), it was meant to make mandatory

the many "voluntary" codes and guidelines governing fishing vessel safety. The Convention contains safety requirements for the construction and equipment of new, decked, seagoing fishing vessels of 24m in length and over, including those vessels also processing catch (Petursdottir et al. 2001). Convention provisions include standards for "construction, watertight integrity and equipment; machinery and electrical installations and unattended machinery spaces; fire protection, detection, extinction, and firefighting; protection of the crew; lifesaving appliances; emergency procedures, musters and drills; radiotelegraphy and radiotelephony; and shipborne navigational equipment" (Petursdottir et al. 2001). Adopted on April 2, 1977 by 45 states, the Convention did not obtain enough subsequent ratifications to enter into force.

In 1993 — 16 years after its initial adoption — the Torremolinos Convention was suspended by the Torremolinos Protocol. Depending upon the state, critics believed the Convention, in its original form, was either too stringent or too lenient (Petursdottir et al. 2001). In order to encourage and expedite ratification, the IMO reduced the scope of vessels subject to the Protocol's provisions. In many instances, this was achieved by increasing the minimum accountable vessel size from 24m in length to 45m in length (Petursdottir et al. 2001). Instead, the Protocol requires that Regional guidelines be established for vessels between 24m and 45m, which take into account "the mode of operation, sheltered nature and climate conditions of that region" (Petursdottir et al. 2001).

However, nine years after its initial adoption, states were still hesitant to sign on to Torremolinos (Convention or Protocol). This led to the adoption of the Cape Town Agreement in 2012. The Cape Town Agreement — formally the Cape Town Agreement of 2012 on the Implementation of the Provisions of the 1993 Protocol relating to the Torremolinos International Convention for the Safety of Fishing Vessels — goes even further than the Torremolinos Protocol in its attempt to secure wide scale ratification. The Agreement "allows for Administrations to exempt any vessel entitled to fly its flag from any of the requirements of this annex if it considers that the application is unreasonable and impracticable in view of the type of vessel, the weather conditions and the absence of general navigational hazards" (IMO 2012). The Agreement also allows a phasing in of safety standards over 1-10 years, and offers assistance to states that anticipate having difficulties meeting certain requirements. The Agreement will enter into force 12 months after it has been ratified by at least 22 states with a minimum of 3,600 fishing vessels over 24m operating on the high seas. As of October 2016 the Cape Town Agreement has been ratified by seven states.

U.S. Legislation

Table 3: U.S. Legislation on Human Rights Related to the Seafood Industry

Type	Name	Provisions
Trade	Tariff Act 1930; Trade Facilitations and Trade Enforcement Act 2015	- Prohibits products produced using forced or indentured labor from being imported into the U.S.
Trade, Trafficking	H.R. 644: Trade Facilitation and Trade Enforcement Act, 2015	- Closes the loophole in Section 307 of the Tariff Act of 1930 to prohibit the importation of products made, produced, or manufactured by convict, forced, or indentured labor in any foreign country - Requires the U.S. Customs and Border Protection (CBP) to report the measures it has taken to prevent these goods from entering U.S. supply chains
Trafficking	Trafficking Victims Protection Act of 2000	- Established several methods of combatting traffickers, preventing human trafficking, and protecting victims and survivors of trafficking - The act also established human trafficking and related offenses as federal crimes, and attaches severe penalties to them
Trafficking	Trafficking Victims Protection Reauthorization Acts of 2003, 2005, 2008, 2013	- Established a federal, civil right of action for trafficking victims to sue their traffickers - 2005 Reauthorization. expanded measures to combat trafficking internationally - 2008 Reauthorization put in place new systems to gather and report human trafficking data
Defense, Trafficking	National Defense Authorization Act of 2013	- Provides governmental agencies the ability to terminate, without penalty, any contract or grant with any organization or individual that engages in human trafficking - Establishes methods of reporting and investigating possible instances of human trafficking associated with government contracts and grants
Child Protection, Trafficking	Prosecutorial Remedies and Other Tools To End the Exploitation of Children Today Act of 2003	- Seeks to prevent crimes committed upon and involving minors, including child abduction, the sexual exploitation of children, and other offenses
Trafficking	California Transparency in Supply Chains Act, 2010	- Requires large retailers and manufacturers doing business in California to disclose on their websites their efforts to eradicate slavery and human trafficking from their direct supply chains of goods offered for sale. - Requires disclosure concerning product supply chains, supplier audits and certifications, and internal accountability

[Prosecutorial Remedies and Other Tools To End the Exploitation of Children Today Act of 2003](#)

The 2003 Prosecutorial Remedies and Other Tools to End the Exploitation of Children Today Act (PROTECT Act) seeks to prevent crimes committed upon and involving minors, including child abduction, the sexual exploitation of children, and other offenses. The PROTECT Act includes provisions such as stronger penalties for kidnapping, the elimination of a statute of limitations for abduction and sexual exploitation, and the repeal of a pre-trial release option for those who rape or kidnap an individual under the age of 18. U.S. legislation such as the PROTECT Act — which emphasizes the severity of crimes committed against children or involving children — could be an important step toward addressing child labor abuses in the seafood industry worldwide. The PROTECT Act has been in effect since 2003.

[Victims of Trafficking and Violence Protection Act of 2000 and Reauthorization Acts](#)

According to the U.S. State Department website, the “Victims of Trafficking and Violence Protection Act of 2000, the Trafficking Victims Protection Reauthorization Act of 2003, the Trafficking Victims Protection Reauthorization Act of 2005, and the Trafficking Victims Protection Reauthorization Act of 2008 provide the tools to combat trafficking in persons both worldwide and domestically.” The Acts authorized the establishment of the Office to Monitor and Combat Trafficking in Persons and the President's Interagency Task Force to Monitor and Combat Trafficking in Persons to assist in the coordination of anti-trafficking efforts. In accordance with the Acts, the U.S. now prepares an annual Trafficking in Persons Report, which seeks to assess how well governments are addressing and responding to the crime(s) of human trafficking. Tier 3 designations are assigned to countries whose governments do not fully comply with Trafficking Victims Protection Act (TVPA) standards and are not making significant efforts to do so. There are currently 27 countries and territories with a Tier 3 designation, including North Korea, Iran, and Syria.

[Trade Facilitation and Trade Enforcement Act of 2015 \(H.R. 644\)](#)

The Trade Facilitation and Trade Enforcement Act closes the loophole in Section 307 of the Tariff Act of 1930 to prohibit the importation of products made, produced, or manufactured by convict, forced, or indentured labor in any foreign country. Now that the amendment has gone into effect, the U.S. Customs and Border Protection (CBP) is required to annually report the measures it has taken to prevent such goods from entering U.S. supply chains. Specifically, the Commissioner and Director of U.S. Immigration and Customs Enforcement will be required to report how many times goods made with forced labor are denied entry to the United States, describe the merchandise that is denied entry, and disclose any other information relevant to monitoring and enforcing compliance.

[Strengthening Protections Against Trafficking in Persons in Federal Contracts](#)

In 2012, the United States introduced a Presidential Executive Order which acknowledged the responsibility of the U.S., the largest single global purchaser of goods and services, to prevent government employees, contractors, subcontractors, and their employees from engaging in human trafficking activities. The executive order incentivizes top level contractors to look at the labor practices of their subcontractors, suppliers, and production at the lowest tiers of their supply chains.

State Legislation

California

On January 1, 2012, the [2010 California Transparency in Supply Chains Act](#) (SB 657) took effect (CA Senate 2010). The Act applies to companies with sales of \$100 million or more in California and primarily affects retailers and manufacturers of clothing and other consumer products (CA Senate 2010). The act requires companies to disclose their efforts, if any, to eliminate slavery and human trafficking from their supply chains (K&L Gates 2012). Existing state laws already make human trafficking a crime and allow for a victim of trafficking to bring a civil action for damages.

Table 4: Voluntary Codes and Guidelines

Voluntary Code/Guideline	Topic Covered	Publishing Body			
		FAO	IMO	ILO	UN
Document for Guidance on Training and Certification of Fishing Vessel Personnel	Fisher and crew safety	X	X	X	
Fisheries and Aquaculture Code of Conduct for Responsible Fisheries	Sustainable fishing	X			
Code of Safety for Fishermen and Fishing Vessels	Fisher and crew safety	X	X	X	
Guidance for Addressing Child Labor in Fisheries and Aquaculture	Child labor	X		X	
International Bill of Human Rights	Human Rights				
Universal Declaration of Human Rights	Human Rights				X
Declaration on Fundamental Principles and Rights at Work	Labor/Worker Rights			X	
Global Compact	Corporate Sustainability				X

Appendix III. Resources

Publication	Link	Medium
Common Vision for Sustainable Seafood	www.solutionsforseafood.org/wp-content/uploads/2014/10/A-Common-Vision-for-Sustainable-Seafood.pdf	Publication
An Assessment of Ethical Issues Impacting on the UK Seafood Supply Chain	www.seafish.org/media/publications/SR687_AssessmentEthicalIssues_LiteratureReview_201504.pdf	Publication
Strengthening Protections Against Trafficking in Persons in Federal and Corporate Supply Chains	www.state.gov/documents/organization/237137.pdf	Publication
Assessing Government and Business Responses to the Thai Seafood Crisis	www.freedomfund.org/wp-content/uploads/Thai-seafood-reforms-FINAL.pdf	Publication
An Introduction and Commentary to the 2011 UN Guiding Principles on Business and Human Rights and Their Implementation in the Marine Environment	www.humanrightsatsea.org/wp-content/uploads/2015/05/HRAS-UNGP-Report-2016-low-res-sp.pdf	Publication
Corporate Approaches to Addressing Modern Slavery in Supply Chains: A Snapshot of Current Practice	www.ashridge.org.uk/getmedia/6e6bd36a-c1eb-4ea6-bac0-4d44efdede93/5-3-1-1_Modern_Slavery_Report.pdf	Publication
Supply Chain Compliance and Corporate Social Responsibility Resource Center	www.ropesgray.com/corporate-social-responsibility-and-supply-chain-compliance.aspx	Web
Responsible Sourcing Tool	www.responsiblesourcingtool.org/seafoodindustry	Web
Tackling Modern Slavery in Supply Chains: A Guide	www.cips.org/Documents/Knowledge/Procurement-Topics-and-Skills/4-Sustainability-CSR-Ethics/Sustainable-and-Ethical-Procurement/tackling-modern-slavery-in-modern-supply-chains.pdf	Publication
Good Labor Practices (GLP) Guidelines for Primary Processing Workplaces in the Shrimp and Seafood Industry of Thailand	www.ilo.org/asia/whatwedo/publications/WCMS_221481/lang--en/index.htm	Publication

Publication	Link	Medium
A Guide for Integrating Human Rights into Business Management	www.ohchr.org/Documents/Publications/GuideHRBusiness.pdf	Publication
An E-Learning Course on How to Prevent and Combat Human Trafficking	www.ungift.org/knowledgehub/en/tools/elearning-tool-for-the-private-sector.html	Web
Global Procurement Practices and SMEs in Global Supply Chains	www.ilo.org/empent/areas/value-chain-development-vcd/WCMS_486228/lang--en/index.htm	Publication

Appendix IV. Organizations Working on Social Responsibility in Seafood

Here we present a suite of groups that may be helpful as companies seek to implement improvements within their supply chains. These organizations are actively working on human rights and labor within the seafood industry. This is not intended to be an exhaustive list or serve as an endorsement from FishWise. Rather, we have focused on groups at the intersection of human rights and seafood with operations or projects within North America. The summaries were either provided by the groups themselves or gathered from publically available information on their websites. We have not attempted to independently verify their claims.

Specific contact information for each group listed is included in Resources, Section Appendix V. Contacts.

Certification Programs

In addition to legal mechanisms to address human rights and labor abuses in the seafood industry, market-based mechanisms can also be used to encourage social responsibility and shift industry norms. According to Conroy (2001) at the University of Massachusetts, Amherst, social and environmental certifications “represent creative new solutions for problems of persistent poverty by using the leverage of markets in the global North to improve the ability of workers, farmers, and other producers in the global South to build natural assets in ways that generate socially and environmentally sustainable livelihoods.”

Certification programs set requirements that an operation must meet in order to receive certification. For the most part, certification standards in the seafood industry have been focused on improving ecological sustainability and traceability. Organizations such as the Marine Stewardship Council (MSC) certify responsibly managed fisheries. Companies within supply chains that handle MSC certified product can be audited against handling and traceability requirements via a Chain of Custody certification, but at present MSC has no associated human rights or labor standards (MSC 2014a). The MSC issued [a statement](#) in 2014 condemning the use of forced labor and stating that “companies successfully prosecuted for forced labor violations shall be ineligible for MSC certification” (MSC 2014b). Conversely, many organizations that do focus on fair labor practices, such as the Fair Labor Association (FLA), do not certify fisheries production or processing operations, but instead focus on industries such as electronics, textiles, and agriculture.

The organizations listed below are certification programs that include social standards or are actively involved in developing them for the seafood industry. We are sharing their descriptions but have not attempted to verify all of the information or claims in these paragraphs.

Aquaculture Stewardship Council

The [Aquaculture Stewardship Council \(ASC\)](#) is a global organization working with aquaculture producers, seafood processors, retail and foodservice companies, scientists, conservation groups and the public to promote environmental and social certification and labelling program for responsibly farmed seafood. The ASC operates with Chain of Custody (CoC) certification to ensure traceability, which includes certifying environmental, social and economic aspects of the

supply chain. Social and economic issues considered during the audit process include: labor rights and conditions, gender rights, cultural rights, social services, income, and value chain fairness. Launched in January 2012, the ASC set up the CoC requirements and procedures with the Marine Stewardship Council (see more details under the MSC section of this report) and uses standards developed according to ISEAL guidelines.

Fair for Life

The aim of the [Fair for Life Social and Fair Trade Certification Programme](#) is to ensure fair and positive relations between producers and their cooperatives or contracting companies, between workers and their employer, and between sellers and buyers on the world market while, at the same time, ensuring performance of standards. The Fair for Life certification includes all Social Responsibility standards with fair working conditions, environmental performance and community relations, but focuses additionally on fair trade relationships, fair prices, and direct support of marginalized groups by means of a Fair Trade Development Fund. Fair for Life certification of products also confirms traceability of all certified products from production to sales. Fair for Life certification is available for aquaculture products as well as manufactures and processors of seafood.

Fair Trade Certified Seafood

In 2014, [Fair Trade USA](#) launched its Seafood Program in an effort to bring the benefits of Fair Trade to small-scale fishermen and their communities. Fair Trade believes that supporting fishermen across the globe is critical to sustaining fish species for generations to come. Through Fair Trade certification and improved market access, the Seafood Program aims to build strong fishing communities by ensuring financially stable fishing families, safe working conditions, access to services through community development premium investments, and biologically healthy marine ecosystems. Adapting the agriculture certification and an audit process used around the world for small-scale fisheries, the Capture Fisheries Standard uses a step-wise approach that requires improvement of social, economic, and environmental conditions over time, benefiting both fishing communities and the natural ecosystems upon which they depend.

Friend of the Sea

[Friend of the Sea \(FOS\)](#) — a non-profit organization — is committed to improving the global sustainability of seafood by developing international certification programs for sustainable fisheries and aquaculture. FOS criteria follow the FAO Guidelines for eco-labeling and include a social component to the audit. Audit checklists are available to download from the FOS website. All the checklists include a social accountability section that has four requirements: compliance with international and ILO directives regarding child labor, remunerating workers with salaries conforming at least to the legal minimum, assuring workers' access to medical care, and applying safety measures in accordance with legal requirements. FOS also recommends that organizations should be SA8000 certified (see SA 8000 — Social Accountability in this section for more information), which is a standard based off of ILO, UN and national laws that covers child labor, forced labor, health and safety issues, working hours, and disciplinary practices, in additions to other relevant standards. These audits are conducted by independent Certification Bodies.

Global Aquaculture Alliance (GAA) Best Aquaculture Practices

The [Global Aquaculture Alliance \(GAA\)](#) is an international, non-profit trade association dedicated to advancing a safe, quality seafood supply through environmentally and socially responsible

aquaculture. Through the development of its Best Aquaculture Practices (BAP) standards, the full production chain is covered (seafood processing plants, farms, hatcheries, and feed mills). All of the BAP standards address key topics such as food safety, quality, traceability, the environment, animal welfare, and social responsibility. Regarding social responsibility, all of the BAP standards cover a wide range of subjects including, but not limited to, child labor, young workers, and the treatment, rights, benefits, and safety of the workers. Other social responsibility provisions include discussion of proper medical care, staff facilities, protective clothing, training, benefits, worker rights, minimum wage, and the abolition of forced labor and human trafficking. Audits are conducted by independent (ISO 17065) Certification Bodies and facilities that meet the standard are listed on the GAA website (www.gaalliance.org). BAP facilities must submit to an annual audit in order to maintain certification.

GLOBALG.A.P.

The [GLOBALG.A.P.](#) Aquaculture Standard operates under a third party accredited certification system worldwide. All stages of production must be certified: feed, seedlings, farming and post-harvest activities. The main pillars for responsible sourcing are covered: food safety (only standard recognized for food safety at farm level); environment and biodiversity, animal welfare, occupational health & safety and workers' welfare. This last aspect is verified through the GLOBALG.A.P. Risk Assessment on Social Practices – GRASP. It serves as an initial evaluation of the social performance and may avoid unnecessary social audits - which brings high costs of certification. It covers everyone on the farm: permanent employees and seasonal workers. Main core areas include worker representation; fair and regular wages; no child labor; schooling for all children living on the farm; no discrimination. The outcome is transparently available to the market participants.

International Transport Workers' Federation

The [International Transport Workers' Federation](#) (ITF) represents fishers working at sea and on land, as part of the supply chain. ITF campaigns for better working conditions in an industry that can be harsh and oppressive to those working outside regulation. Together with ILO social partners, the ITF works towards the establishment of a set of minimum standards to be applied in the fishing industry, including the application of the ILO minimum wage for seafarers. The ITF also promotes a model Collective Bargaining Agreement for fishing vessel crews. Recently the 2007 ILO Work in Fishing Convention, ILO C188, entered into force. The Convention sets down a number of minimum standards and the ITF will be seeking to promote the widespread enforcement of this Convention.

Naturland Wildfish

Based in Germany, [Naturland](#) is a 53,000 member organic farming association. The Naturland organic agriculture certification program is unique in that, unlike other organic certifications (e.g. the USDA's National Organic), Naturland has included social responsibility into the standard with equal weight. In November 2006, the Naturland Assembly of Delegates adopted the first Standards for Sustainable Capture Fishery. The Naturland Wildfish certification standards approach sustainability holistically and include ecological, social, and environmental dimensions. Naturland Wildfish Social Responsibility standards include: (i) respect of basic human rights as listed in UN conventions and ILO conventions and/or recommendations; (ii) freedom to accept or reject employment; (iii) freedom of association and/or access to trade unions; (iv) equal treatment and opportunities; (v) the complete absence of child labor; (vi) basic health and

safety provisions; (vii) employment contracts; (iix) fair wages; (ix) payment in kind; (x) fair working hours; and (xi) basic coverage for maternity, sickness, and retirement.

SA8000

Developed by [Social Accountability International \(SAI\)](#) — a non-governmental, multi-stakeholder organization whose mission is to advance human rights at work by designing and implementing standards, training and guidance to a broad spectrum of stakeholders, from brands to workers — SA8000 is a voluntary standard for auditable third-party verification, setting out the requirements to be met by organizations, including the establishment or improvement of workers' rights, workplace conditions and an effective management system. The foundational elements of this standard are based on the conventions of the ILO, international human rights norms and national law, and span industry and corporate codes to create a common language to measure social compliance. The Management System, the ninth element of the standard, is central to the correct implementation, monitoring and enforcement of the standard's other eight elements. It is the operational map that permits its user to meet one of the most critical goals of SA8000 compliance — continuous improvement. The nine elements of the SA 8000 standard include: (i) child labor; (ii) forced or compulsory labor; (iii) health and safety; (iv) freedom of association and right to collective bargaining; (v) discrimination; (vi) disciplinary practices; (vii) working hours; (iix) remuneration; and (ix) management system.

Certification and Accreditation Bodies, Auditors, Consultancies, and Certification Initiatives

Human rights within seafood supply chains are being improved through efforts by a variety of third-party groups. Certification bodies, auditors, and consultants are typically third party organizations that provide review, monitoring, and oversight within supply chains and help companies craft improvement plans. Overviews of some of these organizations are listed below, with language provided by each group.

Global Sustainable Seafood Initiative

The [Global Sustainable Seafood Initiative](#) (GSSI) is a global platform and partnership of seafood companies, NGOs, experts, governmental and intergovernmental organizations working towards more sustainable seafood through a collective, non-competitive approach to provide clarity on seafood certification and ensure consumer confidence in certified seafood. GSSI has created a Global Benchmark Tool for seafood certification schemes and a Supplementary Components document which shows a seafood certification scheme's diverse approach and helps stakeholders understand where differences exist. This work allows seafood producers to better choose the scheme that works for their business, buyers to access simpler data to guide purchasing, and NGOs to use open information to promote sustainability.

NSF Seafood

As nongovernment seafood specialists in North America with 11 foreign offices covering more than 50 countries, [NSF Seafood](#) provides independent, third-party consultative services, seafood product inspections, facility auditing services, independent surimi testing, and chemical/microbiological testing. NSF Seafood works with all types of clients, including importers, exporters, processors, aquaculture farms/facilities, retailers, restaurants and distributors to help ensure product safety, quality, consistency, transparency, and sustainability.

NSF Seafood tests, assesses compliance with seafood safety, sanitation and GMP requirements, and inspects and assesses product quality attributes against recognized inspection methodology. Additionally, NSF Seafood will perform supplier audits or customize the scope of the audit to meet a company's needs. NSF provides auditing services for Global Aquaculture Alliance (GAA) Best Aquaculture Practices (BAP), supplier audits to customized and NSF Seafood standards. They also have traceability, recall, and country of origin assistance and system audits.

Responsible Fishing Scheme

The Seafish [Responsible Fishing Scheme](#) (RFS) is a voluntary vessel based program certifying high standards of crew welfare and responsible catch practices on fishing vessels. The RFS is a 'business- to-business' tool to help fishermen showcase best practice through independent, third-party auditing. The RFS is open to all types of fishing vessels and fisheries and the program includes standards for crew safety, health, and welfare as well as responsible catching practices on vessels. After undergoing a comprehensive review process, the RFS was re-launched in 2016. Vessels and their skipper are now audited against the RFS standard by the scheme's independent certification body [Acoura](#). Seafish is also developing a mechanism for a [Vessel Improvement Project](#) (VIP). The VIP will benchmark the skippers and vessels in the program against the RFS standard and develop milestones based on the results – creating a roadmap to full RFS compliance.

SAI Global

[SAI Global](#) (SAI), a nonprofit membership organization, promotes human rights at work by providing standards, training and guidance to a broad spectrum of stakeholders. SAI designs and implements innovative processes to empower and inspire stakeholders and facilitate partnerships. SAI's three primary areas of activity are not only provided to, but also informed by a multi-stakeholder approach. SAI's stakeholders include brands, buyers and suppliers at all levels of the supply chain, unions, civil society organizations, academia, government and workers themselves. Over its history, SAI has developed an array of services all geared towards working with companies, trade unions, NGOs and governments to achieve more socially responsible practices around the world. SAI pulls its capabilities together in comprehensive capacity building programs, as well as offering them on a stand-alone basis.

SCS Global Services

[SCS Global Services](#) (SCS) has been providing global leadership in third-party environmental and sustainability certification, auditing, testing, and standards development for three decades. SCS programs span a wide cross-section of industries, including sustainable agriculture and seafood, climate change and responsible sourcing. SCS is accredited to provide services under a wide range of nationally and internationally recognized certification programs, including the Marine Stewardship Council (MSC), Aquaculture Stewardship Council (ASC), Seafood Chain-of-custody (CoC), Fisheries Improvement Projects (FIP) and Fair Trade USA. SCS works exclusively with Fair Trade USA to develop and audit their Capture Fisheries Standard. This standard assures fair wages, safe labor conditions for fishers and local processors: it also develops data collection systems and practices consistent with environmental stewardship. The first pilot audit of the CFS was undertaken by SCS for Yellowfin tuna in Indonesia in 2014 (Client: ANOVA/MDPI). In 2015, SCS audited an expanded set of sites in Indonesia as well as a coastal lagoon fishery for three species of shrimp in Mexico (Client: Del Pacifico). The program is set to scale further in 2016.

SGS

[SGS](#) is the world's leading inspection, verification, testing and certification company. SGS is recognized as the global benchmark for quality and integrity. With more than 85,000 employees, SGS operates a network of more than 1,800 offices and laboratories around the world. As the leader in providing specialized business solutions that improve quality, safety and productivity and reduce risk, SGS helps customers navigate an increasingly regulated world. SGS's independent services add significant value to our customers' operations and ensure business sustainability. Specific to the field of social accountability, SGS helps clients implement a Code of Conduct, and develop supply chains characterized by transparency, and a long-term, systematic approach. This approach includes rapid implementation for crisis intervention, and ongoing compliance audits to ensure that your business partners abide by your own company's commitment to corporate social responsibility. With regard to SGS's work on trafficking and human rights abuses in seafood supply chains, SGS engagements have covered the supply chains of both marine and aquaculture sectors. Using both third party and client reporting standards, SGS has helped clients gain visibility on the variety and severity of code violations. SGS's follow-up assignments help close out these violations, and often through training, provide the stakeholders with the tools and understanding to meet global compliance expectations.

Social Accreditation Accountability Service

[Social Accreditation Accountability Service](#) (SAAS) is structured and operates as an accreditation body. SAAS manages and directs accreditation activities, including the granting, maintaining, extending, reducing, suspending, and withdrawing of accreditation for applicable social standards and verification codes, such as SA 8000. The primary activities for SAAS are: (i) to accredit and monitor organizations seeking to act as certifiers of compliance with social standards, including the Social Accountability 8000 standard for ethical working conditions and other such verification standards; (ii) to offer accreditation services to certification bodies (CBs); (iii) to determine the qualifications of such organizations to perform full, reliable, and impartial audits of employers against specified social standards; (iv) to provide confidence to all stakeholders in SAAS accreditation decisions and in the certification decisions of its accredited CBs; (v) to continually improve the SAAS accreditation function activities and systems; and (vi) to be impartial and fair to all applicant and accredited certification bodies.

The Sustainability Incubator

Clients of [The Sustainability Incubator](#) are improving conditions for people and nature alongside the production of good seafood. The Sustainability Incubator helps companies to address social and environmental issues in sourcing by assisting in strengthen their license to operate successfully both in source regions and corporate communities with support to improve fisheries, close loopholes in traceability for assurance of legal origins, identify and address human rights risks, and foster compliance with ethical sourcing policy across entire seafood supply chains. The Sustainability Incubator provides the services to get the work done anywhere in the world and engage scientists, human rights practitioners, NGO partners, and local producers in projects to achieve real world results. Using this model, the Sustainability Incubator developed the Labor Safe Screen. It is a business-to-business application that combines evidence-based research with real world purchasing data and practices to identify human rights conditions in seafood supply chains. The results provide a clear picture of the story behind the food to support ethical sourcing. The Sustainability Incubator also provides services to address and mitigate risks wherever any are found.

Underwriters Laboratories

[Underwriters Laboratories](#) (UL) provides auditing and advisory services designed to meet the evolving needs of the global marketplace. UL serves as an advisor and thought-leader to clients and other stakeholders, as well as advancing UL's mission of "promoting safe living and working environments". UL presents brands and retailers with the intelligence and tools required to advance sustainable business practices within their supply chains across six areas of expertise: Social Responsibility, Risk Identification and Management, Environmental Responsibility, Brand Protection and Supply Chain Security, Extractives and Raw Materials Sourcing, and Capacity-building and Continuous Improvement. UL are accredited monitors for Worldwide Responsible Accredited Production (WRAP) and Social Accountability International (SA8000) among others. UL is also active in the Business Social Compliance Initiative (BSCI) and serves as an auditing consultant to the Seafood Task Force.

Warnath Group, LLC

Based in Washington, D.C., the [Warnath Group, LLC](#) is a specialized consulting firm that offers strategic advisory services to company management and in-house counsel to comply with the new legal framework and transparency disclosure requirements about company efforts to preclude human trafficking in supply chains (e.g. SB 657). Their experts also help businesses seeking state-of-the-art internal research and business risk assessment on these issues. For companies looking beyond compliance and interested in exploring CSR opportunities in their communities and by their employees, their specialty teams work with companies to design and implement CSR programs that are in sync with and advance each company's unique mission, vision and core competencies. In addition to specialized consulting, research and assessment, the Warnath Group, which is a leading provider to the U.S. State Department of tailored training on human trafficking issues to government officials and professionals world-wide, offers industry and company-customized awareness and response training programs for company management, in-house counsel, employees and subcontractors.

Non-Profits and Organizations

Various non-profit and labor organizations work on social or human rights issues in the seafood industry. Below is an overview of some of these organizations and their work on human rights in seafood supply chains.

Anti-Slavery International

[Anti-Slavery International](#), founded in 1839, is the world's oldest international human rights organization and works to eliminate all forms of slavery and slavery like practices around the world, including (but not limited to) forced and bonded labor, human trafficking, worst forms of child labor, slavery in supply chains, and the exploitation of migrant workers in conditions amounting to slavery.

Business and Human Rights Resource Centre

[Business and Human Rights Resource Centre](#) works to build corporate transparency, strengthen corporate accountability, and empower advocates. The approach of Business and Human Rights Resource Centre is to focus on impact through highlighting the efforts and struggles of human rights advocates, collaborate by cooperating with allies and partners around the world, maintain independence from government, religion, political and economic interest, commit to fairly and

objectively representing all sides of debates, and going beyond the headlines by drawing attention to under-the-radar cases, countries, and victims alongside those in the public eye.

Concordia

[Concordia](#) is a registered 501(c)(3) non-profit organization that enables public-private partnerships to create a more prosperous and sustainable future. As equal parts convener, campaigner, and idea incubator, Concordia is creating a new model for how a nonpartisan non-profit can have a global impact. Concordia officially launched its first Campaign Against Labor Trafficking in July 2015 to fight labor trafficking in corporate supply chains. It will use the Campaign Against Labor Trafficking to partner with actors across supply chains, including buyers and suppliers, importing and exporting governments, and local and international civil society groups, to develop a collaborative, standards-based, industry-wide approach to address human rights and labor abuses in the Southeast Asia fishing industry.

Conservation International

Building upon a strong foundation of science, partnership and field demonstration, [Conservation International](#) (CI) empowers societies to responsibly and sustainably care for nature, our global biodiversity, for the well-being of humanity. CI's Global Fisheries and Aquaculture program works to protect biodiversity and improve the wellbeing of ocean-dependent communities by implementing sustainable fisheries and aquaculture solutions built on partnerships and investments from ocean to plate. CI has convened a cross-sectoral working group on social responsibility and ethical sourcing of seafood, and is working to embed and assess social improvements in fishery improvement projects and other conservation interventions.

Corporate Social Responsibility in Asia

[Corporate Social Responsibility in Asia](#) (CSR Asia) is a mission-driven business creating value for clients and partners in Asia by supporting responsible, inclusive and sustainable business. CSR Asia's services include sustainability strategy and reporting, and development and community investment. As part of a strategic engagement with Oxfam across the Southeast Asian region, CSR Asia has been exploring the seafood industry on issues related to gender and smallholder farmers. This includes human rights as CSR Asia seeks to understand the social impact of the seafood sector and what that will mean for gender and smallholder farmers issues. CSR Asia is also engaging with human rights organizations and companies which have developed human rights related policies and strategies to curb or stop any issues related to the mistreatment or exploitation of labor.

Environmental Justice Foundation

The [Environmental Justice Foundation](#) (EJF) is a UK based non-profit working internationally to combat environmental degradation and associated human rights abuses. EJF conducts detailed field investigations and presents the results in high-impact advocacy campaigns, aligned with detailed policy solutions. The organization provides film and advocacy training to individuals and grassroots organizations in the global South, enabling them to document, expose, and create long-term solutions to environmental abuses. EJF campaigns internationally to raise awareness of the issues its grassroots partners are working to solve locally. EJF has brought much needed attention to labor issues in the fishing industry, investigating abuses aboard fishing vessels in West Africa and South East Asia. EJF has conducted multiple detailed investigations exploring the social and environmental impacts of shrimp aquaculture. EJF is campaigning for a range of policy solutions to address environmental and human rights abuses in seafood production, with

a primary focus on driving substantially improved transparency and traceability. Measures include the application of Unique Vessel Identifiers (UVIs) along with a Global Record of fishing vessels; the broad application of VMS and AIS technology; rapid adoption of the Port State Measures Agreement (PSMA) and the application of enforceable conditions by market States; the adoption of digital system requirements by fishing vessels including digital catch, landing and license certificates alongside digital crew manifests and log-books and; strong action to outlaw Flags of Convenience.

Ethical Trading Initiative

The [Ethical Trading Initiative](#) (ETI) is a membership organization of companies, trade unions and NGOs who sign up to the ETI Base Code and work collaboratively with a secretariat team based in London. ETI seeks tripartite opportunities to tackle supply chain issues related to workers' rights and worker exploitation. The Food and Farming Category members have formed a working group targeting the Thai seafood sector, to coordinate company responses, to facilitate collaboration and information sharing and to provide targeted inputs such as training and the drafting of new company guidance. The secretariat and working group members are actively supporting a number of ongoing initiatives including: the Seafood Task Force and its working sub-groups across a range of social and environmental priorities; Issara Institute and its support for workers and their rights; the ILO's new Combatting Unacceptable Forms of Work in the Thai Fishing and Seafood Industry Project and Thai Government reform activities through awareness raising and debate. In addition, ETI is contributing ideas and influencing through dialogue; Thai NGOs such as Stella Maris and Labor Rights Promotion Network; international trade union representatives; those involved in advocacy and targeted Thai seafood companies. ETI, along with others, is seeking to broker real changes to the way that the seafood industry in Thailand operates, leading to its compliance with the UN Guiding Principles on Business and Human Rights.

European Federation of Food, Agriculture and Tourism Trade Unions

[European Federation of Food, Agriculture and Tourism Trade Union](#) (EFFAT) is a European trade union organization which represents workers in the European Union's food, agriculture and tourism sectors. It is the European regional member of the International Union of Food, Agriculture, Hotel, Restaurant, Catering, Tobacco, and Allied Worker Association (IUF) which works extensively in the seafood sector. The mission of EFFAT is to promote the interests of its union members and the workers it represents towards European institutions, employer associations, and transnational companies. They fight for workers' rights and have platforms that can be applied to the seafood industry such as a recommended code of conduct for transparent and fair working conditions. It also aims to support the sustainable and ethical development of agriculture, food manufacturing and tourism policies.

Fair Trade USA

[Fair Trade USA](#) is a nonprofit organization that promotes sustainable livelihoods for farmers, workers, and fishermen; protects fragile ecosystems; and builds strong, transparent supply chains through independent, third-party certification. Its trusted Fair Trade Certified™ label signifies that rigorous standards have been met in the production, trade, and promotion of Fair Trade products from over 80 countries across the globe. Recognized as a leading social venture, Fair Trade USA provides critical capacity-building programs at origin and educates consumers about the power of their purchase. The Fair Trade Certified Seafood Program is the first of its kind to offer industry and consumers a holistic choice in sourcing responsible seafood by

addressing social, economic, and environmental criteria. The well-recognized Fair Trade consumer-facing label is a mechanism to reward best in class seafood companies for their commitment to sourcing ethical seafood.

Finnwatch

[Finnwatch](#) is an NGO focused on global corporate responsibility, seeking to promote ecologically, socially, and economically responsible business by influencing companies, economic regulation, and public discourse. Finnwatch monitors the impacts in developing countries of the operations of Finnish companies, and companies that are strongly linked to Finland. Finnwatch seeks to influence public policy on corporate responsibility at both national and EU levels. Finland has ratified a number of international treaties on development, human rights, labor rights, and the environment that oblige the government of Finland to monitor the operations of Finnish companies also beyond our national borders. Finnwatch has published reports about the [responsible recruitment of migrant workers](#) and [conditions in tuna fish factories in Thailand](#).

FishWise

[FishWise](#) is a non-profit conservation organization that promotes the health and recovery of ocean ecosystems by providing innovative market-based tools to the seafood industry. We support sustainability through environmentally and socially responsible business practices. Since the last update of this paper, FishWise has gained an in-depth understanding of human rights abuses in seafood supply chains, and has established relationships with many of the experts in the field. As a part of our [human rights services](#) for seafood companies, FishWise reports on industry, government, and civil society efforts, initiatives and progress, provides guidance for engagement in human rights issues related to seafood sourcing, conducts human rights risk assessments of supply chains to identify products sourced from high-risk countries and supply chains, establishes supplier engagement strategies to address high-risk supply chains, and tracks and reports on novel tools, resources, and best practices for supply chain improvements as they are developed.

Food and Agriculture Organization of the United Nations

An intergovernmental organization headquartered in Rome, Italy, the [Food and Agriculture Organization](#) (FAO) has 194 Member Nations, two associate members and one member organization and is present in over 130 countries. The FAO has identified five key priorities on which it is best placed to assist countries: 1) eliminating hunger, food insecurity, and malnutrition, 2) making agriculture, forestry, and fisheries more productive and sustainable, 3) reducing rural poverty, 4) enabling inclusive and efficient agriculture and food systems, and 5) increasing the resilience of livelihoods to threats and crisis. Under these priorities the FAO has numerous projects relating to human rights including their 8th [Sustainable Development Goal](#) to "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all" by the year 2030. Under this goal the FAO is taking measures to end forced labor, modern slavery, and human trafficking, and promote safe and secure working environments for all workers, including migrant workers. The FAO has focused on [child labor in agriculture](#) for decades, working to address its root causes, such as rural poverty and lack of social protection, and it seeks to eliminate child labor in all forms by 2025. The FAO also plays a leading role in international fisheries and aquaculture policy, including through the Committee on Fisheries (COFI) and related sub-committees on Fish Trade and Aquaculture. COFI work with a wide range of partners, including Governments, Regional

Fisheries Bodies, cooperatives, fishing communities and others to implement the [Code of Conduct for Responsible Fisheries](#) - which contains key measures to protect the human rights of fishermen.

Fortify Rights

[Fortify Rights](#) works to ensure and defend human rights for all. It investigates human rights violations, engages stakeholders, and strengthens initiatives of human rights defenders, affected communities, and civil society. Fortify Rights conducts in-depth, evidence-based research into pressing human rights violations and uses documentation to engage governments, policy-makers, and the media on potential solutions. It also provides sustained and customized technical support to human rights defenders and members of affected communities to strengthen collective responses to abuses. Fortify Rights is registered in the U.S. and Switzerland and is based in Southeast Asia.

Global Fund to End Slavery

[Global Fund to End Slavery](#) (the Fund) is a unique public-private partnership that leverages new government and private sector resources to dismantle the systems of slavery. It seeks to address the major structural gaps that require a coordinated, international response. The mission of the Fund is to catalyze and coordinate a global strategy to end modern slavery informed by rigorous measurement, owned by countries, and at a scale needed to permanently dismantle slavery systems. Central to the Fund's work are country partnerships developed through engagement with governments, businesses, international organizations, and NGOs.

Greenpeace

[Greenpeace](#)'s Ocean Campaign focuses on ocean threats including industrial fishing, bycatch, human rights, habitat impacts, and works to improve fishery management. In the U.S. Greenpeace runs market-based campaigns engaging seafood buyers (e.g., retail, foodservice, tuna brands) to improve their procurement, advocate for industry and government reforms, and protect workers' rights throughout the supply chain. Greenpeace evaluates grocery retailers on sustainability, traceability, and human rights issues through its [Carting Away the Oceans](#) reports; canned tuna brands through its [Tuna Shopping Guide](#), and foodservice companies through its latest evaluation, [Sea of Distress](#). Greenpeace also houses an IUU [vessel blacklist](#) on its website, which combines evidence from Greenpeace investigations with a compilation of official listings from around the world.

Human Rights at Sea

[Human Rights at Sea](#) is an independent maritime human rights charity that is based in the UK, with a mission of explicitly raising awareness, implementation and accountability of human rights provisions throughout the maritime environment, especially where they are currently absent, ignored or being abused. The charitable objective of Human Rights at Sea is to promote human rights (as set out in the Universal Declaration of Human Rights and subsequent UN conventions and declarations) for seafarers, fishers and others involved in working at sea throughout the world. The Charity was launched as an independent maritime human rights non-governmental organization on the 3rd of April 2014. In 2015 it became a Foundation Charitable Incorporated Organization under The (UK) Charity Commission with strong trusteeship, experienced non-executive Board of Advisors and over 70 supporting entities.

The Human Trafficking Center

[The Human Trafficking Center](#) is a non-profit research and advocacy organization committed to using academic rigor and transparency, sound methodology, and reliable data to understand forced labor and human trafficking. Much of their effort has been dedicated to coding the narratives of the annual U.S. Trafficking in Persons Report. Last year they began an initiative to better understand forced labor in global supply chains, beginning with a policy brief, entitled “Supply Chain Transparency: New Efforts in Battling Forced Labor and Human Trafficking,” by Jeanne Crump. This report was also consolidated into a blog on their website and focused on the difficulties of monitoring global supply chains, government and corporate initiatives to do so, and NGO created tools to aid assessment efforts. Their report was not specific to any one industry, but the Human Trafficking Center hopes to advance their expertise by researching specific industries, including seafood, in the upcoming years.

International Labour Organization

The [International Labour Organization](#) (ILO) is a specialized agency of the United Nations. The main aims of the ILO are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues. The ILO’s work on fishing and seafood processing is guided a number of international labor standards, including the Work in Fishing Convention, No. 188 and the Forced Labor Protocol. These instruments provide a valuable reference point in developing national legislation and tools. The ILO has also supported governments to develop guidelines and deliver training for labor inspection of fishing vessels and seafood processing plants. Support services and group formation among workers in the sector is also a key strategy in the effort to prevent and respond to labor rights abuses. The private sector, including industry associations and buyers are key partners in the efforts to ensure decent working conditions throughout the supply chain.

International Labor Rights Forum

Based in Washington, D.C., [International Labor Rights Forum](#) (ILRF) is a policy advocacy organization fighting to end child labor, forced labor, and discrimination and promoting workers' rights to organize and secure safe and decent working conditions. ILRF advocates for government and corporate policies that enable workers to claim their rights at work. Through a broad network of grassroots allies, ILRF amplifies the voices of frontline labor rights defenders and connects workers in developing countries with consumer activists worldwide. ILRF coordinates a working group of nearly 30 human rights, labor and environmental organizations that share strategies and coordinate actions to promote environmental and social sustainability within seafood supply chains. It is particularly interested in developing and promoting worker-led accountability mechanisms to document and resolve labor abuses in factories and on fishing vessels, as described in a recent joint report with the Migrant Workers Rights Network (MWRN).

International Pole and Line Foundation

The [International Pole and Line Foundation](#) (IPNLF) works to develop, support, and promote socially and environmentally responsible pole-and-line and handline tuna fisheries around the world. IPNLF’s ambition is to contribute to thriving coastal fisheries, including the people, communities, businesses and seas connected with them. IPNLF is an international charity working across science, policy, and the seafood sector, using the influence of the market to develop and demonstrate the value of one-by-one caught tuna to thriving coastal fisheries, and the people and seas they connect. IPNLF champions the social benefits associated with one-by-one fisheries and works to evidence and enhance the social value of one-by-one caught tuna

to coastal fishing communities. Recognizing the challenges faced by these tuna fisheries, IPNLF is working to: raise the profile of one-by-one fisheries internationally; increase their market share; improve traceability and labor standards; and build human capacity through education and training schemes.

International Transport Workers Federation

Headquartered in London, the [International Transport Workers Federation](#) (ITF) is an international trade union federation of transport workers' unions. ITF recognizes that exploitative practices experienced on board fishing vessels are closely linked to those of merchant seafarers and is working at the highest levels of international organizations to further expand regulation of practices and attain, at the very least, minimum standards within the fishing industry. The ITF's work includes (but is not limited to) assisting researchers of human trafficking, providing evidence of fishers abuse, and participating in the work of international organizations dealing with human trafficking like the International Organization of Migration (IOM) and Interpol. Working together with sister global union federation, International Union of Foodworkers (IUF), the ITF are leading a global organizing project unionizing workers in fish catching and processing companies. ITF's support has been essential to union affiliates and their continuing work in organizing and supporting previously non-unionized fishing communities at a grassroots level.

International Union of Food, Agriculture, Hotel, Restaurant, Catering, Tobacco, and Allied Worker Association

[The International Union of Food, Agriculture, Hotel, Restaurant, Catering, Tobacco, and Allied Worker Association](#) (IUF) is an international federation of trade unions representing workers employed in the food, agriculture, food services and allied sectors, including fish farming, seafood processing and distribution. The IUF's goals include strengthening member unions through mutual support; promoting the recognition of unions and collective bargaining; and defending human, democratic and trade union rights. They operate a fisheries and aquaculture worker network which promulgates the IUF's mission in the seafood industry. IUF also has a strategic partnership with the International Transport Workers Federation (ITF). This partnership seeks to defend and expand workers' rights throughout the global seafood supply chain, and support seafood workers campaigning for their rights and better working conditions.

Issara Institute

[Issara Institute](#) is a public-private sector platform and alliance to tackle human trafficking and forced labor in Southeast Asia. Through its Strategic Partners' Programme, Issara works with global brands, retailers and importers to carry out Inclusive Labor Monitoring, a locally grounded and worker-voice centered model for identifying as well as addressing labor rights issues across all tiers of global supply chains, including seafood and other products. Combining intelligence from migrant workers, communities and workplace assessments, Issara collaborates with suppliers to build solutions, a process which has already resulted in improved workplaces for tens of thousands of workers. Issara runs a trusted 24-hour hotline for migrant workers in Burmese, Khmer, Thai, and Lao languages. Thousands of calls are received each year, enabling Issara to assist and empower workers with information, referrals, and continued support. Through its Freedom of Choice Programme, the first in the world to trial unconditional cash transfers for victims of trafficking, Issara also empowers workers with new, safe jobs, healthcare and legal support.

Labor Rights Promotion Network

[Labor Rights Promotion Network](#) (LPN) is a grassroots organization founded in 2006 to promote the integration of migrant workers and their families into Thai society. LPN works to develop mechanisms for protection of rights and redress for victims of violations, build capacity among migrant worker networks, and promote education among migrant workers and their families. LPN, in conjunction with the Center for Refugee and Disaster Response at Johns Hopkins's Bloomberg School of Public Health and funded by the UN Inter-Agency Project on Human Trafficking, has implemented a study of trafficking and forced labor among Burmese migrant workers in Thailand.

Liberty Asia

[Liberty Asia](#) aims to prevent human trafficking through: strategic research; capture and application of information and data; legal advocacy; technological interventions; and strategic collaborations with NGOs, corporations, and financial institutions. Liberty Asia is using its systemic approach to combat slavery and environmental crimes in the fishing industry. This is done by: using research of industry structure and dynamics and the support of the financial sector; sharing key counter-trafficking data and best practices with strategic partners and industry; championing legal and regulatory developments that obligate industry responses to receipt of new information, and improving the understanding of victim identification and protection; creating slavery education and awareness programs to enact change; and collaboration with database providers in the financial sector to share relevant information.

Made In A Free World

[Made In A Free World](#)'s (MIAFW) mission is to create a world in which every man, woman, and child are free. To this end, Made In A Free World developed a first-of-its-kind proprietary software called FRDM® (Forced labor Risk Determination and Mitigation). FRDM analyzes corporate supply chains from tier 1 to tier n, and identifies specific inputs that are at elevated risk for being sourced with forced labor or child labor. This empowers decision makers at all points of purchase to ask targeted questions of potential or existing suppliers, initiate informed due-diligence procedures and proactively mitigate risk at all levels of their supply chain. Made In A Free World, has been recognized as a visionary in the sector for our creation of innovative content and the use of new technology to promote social change and disrupt the system of slavery. Past examples of their work include the "rockumentary" film, CALL+RESPONSE, and the multiple-award-winning website, Slavery Footprint.

Migrant Worker Rights Network

[Migrant Worker Rights Network](#) (MRWN) is a migrant worker led organization seeking to educate and empower migrant workers in Thailand and Myanmar migrant workers travelling to work overseas. MWRN works with all concerned stakeholders to achieve this aim and provides legal assistance, organizing assistance, conducts research and undertakes advocacy. MWRN works closely with a number of key food export companies and associations in Thailand.

Monterey Bay Aquarium

The [Monterey Bay Aquarium Seafood Watch](#) program is a globally respected source of science-based recommendations for sustainable seafood from wild-caught and farmed sources. Seafood Watch recommendations empower consumers and businesses to make choices for a healthy ocean, helping support diverse marine ecosystems for the future. Increasingly, Seafood Watch is working on a global scale – taking a markets-based approach that harnesses the purchasing

power of businesses large and small in order to shift fishing and aquaculture practices around the world in more responsible directions. The Seafood Watch program is also collaborating with Seafish and Sustainable Fisheries Partnership to create a risk assessment tool for social responsibility in fisheries. The tool will focus on the “at sea” portion of wild-caught seafood supply chains.

Not For Sale/Free2Work

Based in San Francisco, [Not For Sale](#) is an international non-profit organization that works to protect people and communities around the world from human trafficking. By providing safety, job training, and access to dignified job opportunities, Not For Sale helps survivors and people at risk break the cycle of exploitation. To address human trafficking in supply chains, Not For Sale, in collaboration with Baptist World Aid Australia, evaluates companies' efforts to guard against child and forced labor from raw materials level to final stage manufacturing. The evaluations are converted into grades, using an assessment tool developed in partnership with the International Labor Rights Forum through the Free2Work project, to help consumers make informed purchase decisions. Based on this research, Not For Sale has released reports on the apparel, coffee and electronics industries, summarizing sustainability trends and best practices.

One Earth Future

[One Earth Future](#) (OEF) Foundation is a nonprofit, nongovernmental organization founded in 2007 with a vision of developing effective, multi-stakeholder systems of governance to achieve a world beyond war, or 'Peace Through Governance'. OEF Foundation has two programs focused on promoting maritime security and sustainable fisheries: Oceans Beyond Piracy and Secure Fisheries. Oceans Beyond Piracy (OBP) was launched in 2010 to develop a response to maritime piracy through mobilizing stakeholders from the maritime community and developing public-private partnerships to promote long-term solutions at sea and ashore. Secure Fisheries was developed as part of OBP and was launched in 2015 with the release of its foundational report, “Securing Somali Fisheries.” Secure Fisheries works with a variety of stakeholders to combat IUU fishing and improve fisheries management in Somalia, East Africa and across the Indian Ocean.

Organization of Associated Producers of Large Tuna Freezers

The [Organization of Associated Producers of Large Tuna Freezers](#) (OPAGAC) is an association of Spanish tuna supplier companies involved in tuna fishing and processing. The association currently encompasses 40 tuna purse seiner vessels. They are currently working with the World Wide Fund for Nature (WWF) on several fisheries improvement programs for which they are currently seeking Marine Stewardship Council (MSC) certification. OPAGAC also implemented a new standard for responsible tuna fishers which includes social standards drawn from the International Labor Organization (ILO) Convention 188. These include provisions for guaranteeing minimum wage remuneration, resting hours, medical care, prevention of occupational hazards, and social security of the crews. The right to collective bargaining is also recognized. Vessels that meet these standards are considered as Responsible Fisheries Tuna (APR).

Seafish

[Seafish](#) is working to improve human rights in the seafood industry through collaborations and certifications. The Seafish Seafood Ethics Common Language Group formed following the 2014 media reports of slavery and trafficking in the seafood industry. The group convenes seafood stakeholders to reach a mutual consensus on issues which impact the responsible sourcing of

seafood to facilitate a sector-wide response. The Seafish Responsible Fishing Scheme is a voluntary vessel based program certifying high standards of crew welfare and responsible catching practices on fishing vessels. The program includes standards for crew welfare and responsible catching practices on vessels, complementing other fishery-based sustainability certifications and contributing to this sector's long term viability. Seafish is also collaborating with the Monterey Bay Aquarium's Seafood Watch program and Sustainable Fisheries Partnership to create a risk assessment tool for social responsibility in fisheries.

Sedex

[Sedex](#) is a global non-profit membership organization that seeks to simplify doing business for the betterment of all. It is home to one of the largest collaborative platforms for sharing data on value chains. Sedex has been developing technology, tools and partnerships used by brands and suppliers across the world to monitor and report on responsible practices. Sedex also convenes the group who oversee the Sedex Member Ethical Trade Audit (SMETA), an audit procedure that checks a broad range of indicators for responsible business. Regarding human rights Sedex has developed various resources and tools. These include briefings, guides, E-learning modules, videos, and other publications that cover social responsibility and human rights issues. Regarding seafood supply chains specifically, Sedex supports members to deal with common issues found in their supply chains.

Slave Free Seas

[Slave Free Seas](#) (SFS) is a nongovernmental organization based in Tauranga, New Zealand with a specific focus on human trafficking of fishermen at sea. Primarily directed at seafarers who are least able to stand up for themselves (or have a meaningful voice), SFS's work is critical to high seas governance and related environmental issues. SFS has a team of some of the world's foremost experts on human trafficking and modern slavery, including international lawyers specializing in human rights and maritime law along with a diverse group of advocates from the private sector. SFS uses research-based legal remedies and strategic litigation to facilitate justice for seafarers trapped in exploitative conditions around the globe. In partnership with the publishing firm LexisNexis, SFS is currently in the process of developing a 'legal toolbox' of strategies, which can be used by lawyers and non-lawyers to obtain remedies for victims of forced labor in the world's fishing industries. The toolbox will be published in a freely accessible online database.

Slow Food

The international [SlowFish campaign](#) — part of the larger Slow Food organization — is launching initiatives that promote artisanal fishing and neglected fish species and inspire reflection on the state and management of the ocean's resources. The Slow Food philosophy of 'Good, Clean and Fair Food' emphasizes fish produced using methods that respect the environment and human health while also providing fair earnings that can guarantee decent working and living conditions for small-scale producers and workers. With fishing, just as with agriculture, Slow Food strongly believes that every individual can contribute in his or her own small way to changing the mechanisms of a globalized food system. The SlowFish event, held every two years in Genoa, dedicates a large space to information for consumers, awareness-raising for children, and encounters between people involved in sustainable fishing.

Solidaridad Network

[Solidaridad Network](#) builds sustainable supplies of 13 commodities by bringing together supply chain actors and engaging them in innovative solutions to improve production with a view to accelerate the transition to a sustainable and inclusive economy. In aquaculture they currently focus on building the sustainable supply of shrimp for export markets and a number of species for local markets. They are working with exporting processors in Bangladesh and Myanmar in order to build transparent supply chains and enable seafood companies to build long-term sustainable businesses.

Solidarity Center

[The Solidarity Center](#) is a non-profit organization that works with 400-plus labor unions, NGOs, human rights defenders, women's associations and community groups to advance worker rights and achieve equitable economic development in countries where globalization has made the lives of vulnerable people even more precarious. It supports programs — e.g., trainings, education campaigns, legal aid, research and transparency initiatives — that help workers understand and exercise their rights, improve their working and living conditions, and build independent unions. The Solidarity Center has more than 200 professional staff working in 60 countries reaching more than 300,000 working people every year. The Solidarity Center has issued several publications on the fish and seafood sector, including: *The Plight of Shrimp-Processing Workers of Southwestern Bangladesh* (2012), *Out of Sight, Out of Mind: Human Trafficking and Exploitation of Migrant Fishing Boat Workers in Thailand* (2009), and *The True Cost of Shrimp* (2008).

Stop the Traffik

[Stop the Traffik Australian Coalition](#) is made up of 35 organizations working together to prevent, disrupt, and abolish human trafficking/modern slavery. Stop the Traffik researches and works with companies and multi-stakeholders to understand the causes, activities and nature of slavery in their chain of supply and work towards shared responsibility of the abolition of slavery. If needed, Stop the Traffik has a network of campaigners who lobby, raise awareness and proactively encourage the changes needed to change work practices and change the cultures that allow and accept slavery.

Stronger Together

[Stronger Together](#) is a multi-stakeholder collaborative initiative whose purpose is to support businesses to tackle modern slavery in supply chains. Through www.stronger2gether.org, Stronger Together offers: 1) free to download good practice guidance and pragmatic resources to support employers and labor providers in at risk sectors to deter, detect and deal appropriately with forced labor, labor trafficking and other hidden labor exploitation; 2) a range of training and specialist support solutions for tackling modern slavery in businesses and supply chains; 3) a network committed to tackling hidden labor exploitation and sharing best practice. Stronger Together takes a collaborative approach to developing new strategies to support business in addressing modern slavery risks based on the corporate responsibility to respect human rights within the UN Guiding Principles on Business and Human Rights.

Sustainable Fisheries Partnership

[Sustainable Fisheries Partnership](#) (SFP) is a business-focused NGO working to create information tools and methodology to allow companies to directly engage with seafood suppliers. SFP operates through two main principles: information and improvement. SFP has created a

database of fisheries which contains assessments of sustainability and improvement needs called FishSource. SFP helps seafood companies engage with fisheries by creating FIPs to work together with multi-stakeholder groups for the creation and implementation of improvement plans. SFP is also collaborating with Seafish and Monterey Bay Aquarium Seafood Watch program to create a risk assessment tool for social responsibility in fisheries.

Verité

[Verité](#) is a U.S. based nonprofit consulting, training, research, and advocacy organization that works around the world with companies, workers, and other stakeholders to improve supply chain labor conditions across all sectors of the global economy, including seafood. Verité aims to ensure that globalization is made to work for poor and vulnerable people around the world. Verité has conducted a range of private and public research efforts on indicators of forced labor, human trafficking, and other labor problems in various seafood supply chains and conducts a range of compliance activities (e.g. audits, trainings, capacity building, labor broker due diligence, strategic consultation) and works with companies on model compliance plans.

Warehouse Workers United

[Warehouse Workers United](#) is a project of Change to Win committed to improving the quality of life and jobs for warehouse workers in Southern California's Inland Empire. WWU engages with workers around the world who work in the supply chains of large global retailers. A joint publication between WWU and the International Labor Rights Forum (ILRF) reporting on child labor and worker rights violations at Narong Seafood Co. (a Thai shrimp processing facility) helped spur an investigation by the Global Aquaculture Alliance (GAA) into the factory's Best Aquaculture Practices (BAP) certification. WWU also aided workers in another Thai seafood processing facility in bringing unfair and illegal practices to the attention of the retailer receiving product from the Thai processing facility (Sifton 2012).

Winrock International

[Winrock International](#) (Winrock) is a U.S.-based not-for-profit organization that works to empower the disadvantaged, increase economic opportunity and sustain natural resources. For the past two decades, Winrock has been engaged in international efforts to combat human trafficking, forced labor, and child labor. Winrock is the lead implementing organization on the Campaign to Combat Labor Trafficking, focused on the fishing industry, in partnership with Concordia. In Cambodia, Winrock has worked to assist dozens of victims of labor trafficking in the fishing center and have supported one of the biggest human trafficking cases that involved 3 jurisdictions and over a 100 victims. As companies work to meet increasingly stringent anti-trafficking requirements, Winrock seeks to offer practical solutions that go beyond compliance and remediation to facilitate the business-led proactive solutions in tackling this challenging issue.

World Wide Fund for Nature (WWF also known as World Wildlife Fund)

[World Wide Fund for Nature](#) (WWF) supports sustainable fishing and good governance in geographic places such as the Arctic, the Indian Ocean, the Pacific, the Southern Cone, and on the high seas. WWF focuses efforts on reducing the impact of fishing that is making a considerable footprint on the world's most ecologically important marine ecoregions and conserving the most commercially valuable species such as tuna and whitefish. In many countries, WWF's biggest challenge is to ensure that the communities they work with receive not only the environmental but also the social and economic benefits of having well-managed

fisheries and aquaculture operations and their respective supply chains. WWF believes that the seafood industry, including fisheries, aquaculture and the supply chain stakeholders, must play a key role in resolving human rights and labor abuses and supporting sustainable livelihoods for producers.

Foundations, Forums, and Research Centers

Various stakeholders, including foundations, forums, and research centers work on social or human rights issues in the seafood industry or supply chains. Below is an overview of some of these organizations and their work on human rights in seafood supply chains.

Consumer Goods Forum

[Consumer Goods Forum](#) brings together consumer goods manufacturers and retailers in pursuit of business practices for efficiency and positive change across industries to benefit shoppers, consumers, and the world. In January 2016, Consumer Goods Forum confirmed a Social Resolution on Forced Labor. As a part of the Social Resolution on Forced Labor, Consumer Goods Forum is identifying and issues and geographies of shared concern in order to jointly develop specific action plans supporting the eradication of forced labor.

The Freedom Fund

[The Freedom Fund](#) is a new philanthropic initiative designed to bring strategic focus and financial resources to the fight against modern slavery. To carry out its mission, the Freedom Fund: 1) partners with effective community-based organizations to directly combat slavery in defined regions with a high concentration of slavery ("hotspots") to achieve large scale and sustainable change; 2) tackles the underlying systems that allow slavery to persist by engaging the government, private sector, media, social movements, and other key drivers of change in identified hotspots. The Freedom Fund also catalyzes action on selected global issues and industries that have a direct link to hotspots; 3) helps build and empower a global anti-slavery movement, providing the platforms, tools and knowledge for organizations to connect and work together more effectively; and 4) brings new investors and funding into the anti-slavery space, with the goal of mobilizing the capital needed to work on the frontlines, drive systemic change and strengthen the anti-slavery infrastructure globally.

Humanity United

[Humanity United](#) (HU) is a foundation dedicated to bringing new approaches to global problems that have long been considered intractable. HU builds, leads, and supports efforts to change the systems that contribute to problems like human trafficking, mass atrocities, and violent conflict. Since 2010, HU has worked to disrupt the system of exploitation and abuse in Thailand's seafood industry by engaging partners from nonprofits, media, government, and business to be part of the solution. HU is part of the Omidyar Group, which represents the philanthropic, personal, and professional interests of the Omidyar family.

Index Initiative

[Index Initiative](#) develops indices that encourage and inspire companies to initiate positive change for a world in which companies serve society's greatest needs. With every new index, Index Initiative initiates dialogue and clarifies the unique social and environmental contribution

companies can make as well as society's expectations of those companies. Every index ranks the leading companies in a specific industry according to their efforts to meet those expectations. Index Initiative is conducting a feasibility study on the seafood industry which assesses the system in which the world's largest seafood companies operate, their distinctive role and impact, and how this shapes their responsibility and ability to demonstrate stewardship of ecosystems and natural resource providers.

NEXUS Institute

[The NEXUS Institute](#) is an independent international human rights research and policy center headquartered in Washington D.C., that is dedicated to ending human trafficking as well as other abuses and offenses that intersect with human rights and international criminal law. NEXUS is a leader in research, analysis and evaluation in human trafficking and is pioneering the application and adaptation of methods for the collection, analysis and presentation of new knowledge about human trafficking, including what does (and does not) work in combatting human trafficking and why. NEXUS works globally and has conducted research in Africa, the European Union, South East Europe, North America, Latin America, the former Soviet Union and South East Asia. In 2012, NEXUS released *Trafficked at Sea*, a study of trafficked Ukrainian seafarers and fishers and, in 2013, completed an analysis of the legal and regulatory framework on trafficking at sea, *Trapped at Sea*. Most recently, NEXUS examined trafficking of Cambodian fishers in Africa and strategies in identifying and protecting trafficked fishers.

Seafood Task Force

The [Seafood Task Force](#) is an industry led group, formed to tackle issues of forced labor and human trafficking in Thailand's seafood supply chains. The group consists of retailers, suppliers, NGOs, and major Thai processors and feed companies. Its work to date includes supply chain analysis, identifying the vessels harvesting the inputs for fish feed, development of audit protocols, and work with the Thai government to develop port control measures and documents. One of its main objectives is to implement traceability systems with international verification from vessel to feed mill, and have this system become an independent, internationally recognized benchmark supply chain model within the industry.

The Walk Free Foundation

[The Walk Free Foundation](#) was founded by Australian philanthropists Andrew and Nicola Forrest and encompasses their vision to end of modern slavery globally. Over 45 million people are held in some form of slavery. The hidden, global and complex nature of this crime has led the Walk Free Foundation to develop an integrated strategy to respond effectively to modern slavery. This includes the generation of high quality research; a private donor fund to scale up effective interventions; engagement with the world's major faiths; and support for the global coordination of funds to scale whole-of-nation responses. The Foundation also incubated a global movement of over eight million supporters with a shared vision to end modern slavery.

Appendix V. Contacts

Organization/ Company Name	Organization Type	Contact Name	Contact Email	Website
Aquaculture Stewardship Council	Certification Program	Bas Geerts	info@asc-aqua.org	www.asc-aqua.org
Anti-Slavery International	Non-Profits and Organizations		info@antislavery.org	www.antislavery.org/english/
Business and Human Rights Resource Centre	Non-Profits and Organizations		contact@business-humanrights.org	www.business-humanrights.org
Concordia	Non-Profits and Organizations	Hanne Dalmut	hdalmut@concordia.net	www.concordia.net
Conservation International	Non-Profits and Organizations	Jack Kittinger	jkittinger@conservation.org	www.conservation.org/
Consumer Goods Forum	Foundations, Forums, and Research Centers		info@theconsumergoodsforum.com	www.theconsumergoodsforum.com/
Corporate Social Responsibility in Asia	Non-Profits and Organizations	Nick Warelis	nick.warelis@csr-asia.com	www.csr-asia.com/
Environmental Justice Foundation	Non-Profits and Organizations	Steve Trent	steve.trent@ejfoundation.org	www.ejfoundation.org/
Ethical Trading Initiative	Non-Profits and Organizations		eti@eti.org.uk	www.ethicaltrade.org/
European Federation of Food, Agriculture and Tourism Trade Unions	Non-Profits and Organizations		effat@effat.org	www.effat.org/
Fair for Life	Certification Program	Leena Kühne	social@imo.ch	www.fairforlife.org/
Fair Trade Certified Seafood	Certification Program	Ashley Apel	aapel@fairtradeusa.org	www.fairtradeusa.org/
Fair Trade USA	Non-Profits and Organizations	Ashley Apel	aapel@fairtradeusa.org	www.fairtradeusa.org/
Finnwatch	Non-Profits and Organizations		info@finnwatch.org	www.finnwatch.org/en/

Organization/ Company Name	Organization Type	Contact Name	Contact Email	Website
FishWise	Non-Profits and Organizations	Aurora Alifano	info@fishwise.org	www.fishwise.org/
Food and Agriculture Organization of the United Nations	Non-Profits and Organizations		fao-hq@fao.org	www.fao.org/contact-us/en/
Fortify Rights	Non-Profits and Organizations		fortify.rights@fortifyrights.org	www.fortifyrights.org/
Freedom Fund	Foundations, Forums, and Research Centers	Dan Vexler	info@freedomfund.org	www.freedomfund.org/
Friend of the Sea	Certification Program	Paolo Bray	paolobray@friendofthesea.org	www.friendofthesea.org/
GAA Best Aquaculture Practices	Certification Program	Dan Lee	dan.lee@gaalliance.org	www.gaalliance.org/
Global Fund to End Slavery	Non-Profits and Organizations		media@fundtoendslavery.org	www.fundtoendslavery.org/
GLOBALG.A.P.	Certification Program	Valeska Weymann	weymann@globalgap.org	www.globalgap.org/
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International Union of Food, Agriculture, Hotel, Restaurant, Catering, Tobacco, and Allied Worker Association	Non-Profits and Organizations	Kirill Buketov	kirill.buketov@iuf.org	www.iuf.org/
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Labor Rights Promotion Network	Non-Profits and Organizations		lpnthailand2011@gmail.com	www.lpnthailand.files.wordpress.com/2016/01/profile-lpn-english-june-2015.pdf
Liberty Asia	Non-Profits and Organizations		contact@libertyasia.org	www.libertyasia.org/
Made In A Free World	Non-Profits and Organizations		info@madeinafreeworld.com	www.madeinafreeworld.com/
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Appendix VI. Works Cited

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